Barbarism in the Academy
See Page 11

CAUT ACPPU
BULLETIN

Cover Story
Research Councils Face Funding Threat
See Page 7

Vol. 41, No. 8—October 1994 octobre

Un financement encore menacé pour les conseils de recherches

LE NIVEAU GLOBAL DE financement des trois conseils de recherches fédéraux est sérieusement menacé bien que le Parti libéral ait explicitement promis le contraire lors de la campagne électorale et lors du discours du budget du ministre des Finances Paul Martin.

Ces menaces découlent de l'examen du budget, qu'effectue actuellement le ministre des Finances, et de l'étude des programmes que dirige le ministre des Affaires intergouvernementales, M. Marcel Massé. Ces examens ont lieu en même temps que la consultation sur la politique en matière de sciences, tenue à l'échelle locale et régionale pendant les mois d'été, et menacent de la compromettre.

La recherche était un élément clé du programme électoral des Libéraux. Au questionnaire que l'ACPPU leur a envoyé pendant la campagne électorale, ils ont répondu que la recherche universitaire était d'une importance fondamentale et que la formation d'un bassin suffisant de personnes très spécialisées nécessitait un investissement stable et à long terme.

«Les conseils et organismes qui financent la recherche universitaire dans les sciences, l'ingénierie, la médecine et les sciences sociales, ne sont pas touchés par les réductions des dépenses prévues dans ce budget, en raison de l'importance prioritaire que nous attachons à la recherche-développement. Le budget du Conseil national de recherches du Canada sera augmenté en 1994-1995, après plusieurs années de réduction.»

Du budget de 1994

Les Libéraux ont promis une hausse des fonds de recherche et une consolidation du financement des conseils subventionnaires. Dans leur Livre rouge, que Jean Chrétien considérait comme le plan directeur de son gouvernement, ils se sont aussi engagés à consolider le financement des conseils subventionnaires, du Conseil national de recherche et des centres d'excellence.

L'année dernière, lors du dépôt du budget, Paul Martin a déclaré que les conseils subventionnaires ne seraient pas touchés par les réductions des dépenses «en raison de l'importance prioritaire que nous attachons à la recherche-développement». Par la même occasion, il a annoncé que le gouvernement mettrait en place «une nouvelle stratégie nationale de recherche-développement».

Selon Joyce Lorimer, présidente de l'ACPPU, si cette nouvelle stratégie se révélait n'être simplement qu'une compression budgétaire, il y aurait quelque déception.

Elle a ajouté, de plus, que les Libéraux avaient reconnu à maintes occasions que l'investissement dans la recherche et le développement était un moyen d'utiliser à bon escient les deniers fédéraux en permettant la création de nouvelles entreprises et de nouveaux emplois.

La consultation du gouvernement fédéral sur la politique scientifique atteindra son point culminant à l'occasion d'une rencontre nationale à la mi-octobre. Les ministres responsables espèrent que la consultation permettra d'élaborer un plan directeur pour une politique détaillée en recherche et développement.

Plus le plan sera efficace, convaincant et soutenu à large échelle moins les budgets de recherche et développement et ceux des conseils subventionnaires risquent d'être réduits. De toute évidence, un conflit budgétaire s'annonce à l'horizon.

L'incertitude et le manque apparent d'engagement envers la recherche universitaire dans les hautes sphères du gouvernement fédéral contraste de manière flagrante avec les politiques du gouvernement Clinton aux États-Unis.

Les Démocrates ont écrit à tous les organismes et ministères gouvernementaux pour les inviter à augmenter les dépenses en recherche fondamentale à compter de 1995. La note demande aux ministères de privilégier la recherche universitaire et de soumettre davantage la recherche qu'ils effectuent à l'évaluation par les pairs.

«Un gouvernement libéral poursuivra l'effort en faveur de la recherche fondamentale, notamment en consolidant le financement des conseils chargés d'attribuer les subventions, du Conseil national de recherches et des pôles d'excellence.»

Du Livre rouge

Le gouvernement américain a également annoncé un programme de prix offerts par voie de concours et visant à subventionner de nouveaux édifices et équipements universitaires en 1996.

Le 3 août, le vice-président Al Gore a rendu public un document d'orientation intitulé »Science in the National Interest». Dans le document, le gouvernement souligne le besoin de faire de la recherche fondamentale et suggère qu'il faudrait peut-être hausser de 25 milliards de dollars l'enveloppe budgétaire pour maintenir les États-Unis au rang de grande puissance industrielle.

Pour le financement de la recherche des secteurs public et privé, le gouvernement vise une proportion de 3 p. 100 du PNB au lieu de 2,6 p. 100 actuellement. Au Canada, la proportion est de 1,5 p. 100 du PNB.

Le document du gouvernement découle d'une vaste consultation menée l'hiver dernier par l'Office of Science and Technology Policy, en partie en réponse à la première annonce de l'administration Clinton qui privilégiait le financement de la technologie au lieu de la recherche. Le National Science and Technology Council s'occupera de la mise en oeuvre du plan. ■

Ontario Launches University Funding Review

BY J. MARK LANGDON

AT THE BEHEST OF Ontario Education Minister Dave Cooke, the province's Council on University Affairs has begun a review of the university system, with a particular emphasis on future funding arrangements. Cooke officially commissioned the review in a letter on Nov. 24, 1993.

On Feb. 28, 1994, a bulletin was sent out to university administrators and several other stakeholder groups which advised universities of the upcoming review. On May 20, a second bulletin was distributed, which reflected some of the responses of universities and faculty associations to the first communication and asked for more input. This document was more widely distributed than the first and reached faculty associations, student groups, and professional and equity organizations.

The shape of the process was delineated most clearly in an August 1994, document entitled "Sustaining Quality in Changing Times: Funding Ontario Universities — A Discussion Paper." The paper, widely distributed in the university community and elsewhere, indicates the process and parameters of the review.

Scheduled hearings will be held between Sept. 27 and Nov. 9, 1994 in 14 cities in Ontario which are home to universities.

The stated purpose of the review is to make revisions to the current funding allocation system with a view to encouraging "increased accessibility, a stronger

See ONTARIO... Page 4 ☞

Concordia University

NSERC & FCAR Grants Unfrozen

THE NATURAL SCIences and Engineering Research Council (NSERC) and the Québec government's *Fonds pour la formation des chercheurs et l'aide à la recherche* (FCAR) have lifted their partial freeze on funding for research at Concordia University.

NSERC froze the accounts of three professors, as well as two general accounts totalling roughly $260,000 on July 15, 1994. No other research grants to the University were affected. NSERC awards about $6.4 million annually to Concordia. Following a 60-day review, Concordia University has satisfied NSERC that the University's implementation plan for accounting and control mechanisms is sound.

FCAR froze the first instalment of its annual $2 million grant to Concordia on July 20, 1994. It demanded the same assurances as NSERC that proper controls be put in place.

Both granting agencies have maintained the freeze on grants involving three Concordia professors who recently left the University. ■

INSIDE ■ À L'INTÉRIEUR

Ex-president, Bob Kerr, Dies at 51 4

La surveillance du SCRS 8

Excellence & Equity in Education 24

Income Tax Instalment Changes 3
Student Aid 5
Richardson Arbitration 7
Classifieds 12

HIGHLIGHTS

Page 6

Holdings of research libraries in US and Canada

■

Page 8

CAUT wants parliamentary committee to oversee CSIS

National Consortium lobby scheduled for November

Federal environmental industry strategy announced to boost Canada's economy.

■

World News Page 9

Last spring, at the request of the Union of Democratic University Staff Associations (UDUSA), CAUT spearheaded an international protest over the attempts of Vista University to silence one of its lecturers, Frank Wilderson.

U. S. faculty strikes brief but effective

■

Page 10

New CAUT office officially opened

Call for nominations
CAUT Status of Women Committee

Coalition meets minister for science

EN BREF

Page 5

L'aide financière aux étudiants est un sujet politique épineux au Canada, aux États-Unis et au Royaume-Uni. Ce dernier ainsi que le Canada s'apprêtent à privatiser le système tandis que le gouvernement Clinton, aux États-Unis, emprunte une direction opposée en créant un système d'aide financière directement fournie par le gouvernement fédéral.

■

Page 7

Appel de candidatures
Comité du statut de la femme de l'ACPPU

■

Le monde page 9

SIDA: les É.-U. accordent aux Français la découverte du virus

■

Page 10

Inauguration officielle du nouvel immeuble

Consultations sur le développement de la science et de la technologie—Rencontre régionale de Montréal

■

Page 11

Tribune Libre

■

Page 24

Trouver l'équilibre entre l'excellence et l'équité

IT'S COMING...
GRIEVANCE/ARBITRATION WORKSHOP
Toronto, February 10 - 12, 1995

Watch for details in November or
Call Louise Desjardins at CAUT 613.820.2270

LETTERS COURRIER

Reader finds part of article misleading

The unsigned article that dominated the front page of the September *Bulletin* was, so far as I know, generally accurate and judicious in its account of developments at Concordia in "the aftermath of the Fabrikant murders." There is one respect, however, in which it must have been misleading to its readers — in its treatment of the Arthurs Committee Report, *Integrity in Scholarship*.

The single brief paragraph devoted to that report is quite correct in saying that it "put(s) events at Concordia into a more general perspective" (p.4). But immediately thereafter, in epitomizing its overall point only in terms of the "'production-driven research culture' at Concordia" and then explaining the just-quoted catch-phrase in a fashion that calls to mind "publish or perish," the anonymous *Bulletin* author misrepresents what the Arthurs Committee actually has to say on the subject advertised in the article's headline: "Research Ethics."

Reduced to a short quotation, that committee's principal conclusion — expatiated on for five full pages (5-9) and taken up again later on (e.g., on p. 33) — is that the "undesirable practices" under investigation "resulted directly from a federal policy, adopted in the late 1970s, of giving priority to private-sector suppliers of research services. Whatever its merits, this policy in effect treated university researchers only as contractors of last resort and forced them to compete by incorporating private companies through which they could hold themselves out as private-sector bidders" (*Integrity in Scholarship*).

This potential conflict of interest, seen as one between academic ethics and the temptations of private enterprise, operates outside as well as within the present system of government research grants.

I, for one, was therefore heartened to read that the CAUT is taking up the issue of "Research Ethics" — I trust with the text of the Arthurs Committee Report in view.

ROBERT M. PHILMUS
Department of English, Concordia University

Readers question ad's colour bias

In the CAUT Classified Section the publisher states "The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age,..." (p.15, Sept.94). I wish to draw your attention to the Dalhousie University advertisement for the "Johnston Chair in Black Canadian Studies" (p.20, Sept.94) which states "The position is open to Black persons of diverse academic specializations, ..."

Gee, this advertisement sounds like an advertisement restricting applicants based on colour. Did Dalhousie provide "bona fide reasons for exemption from general policy?" If so we would be interested to see them published. It is also curious that Dalhousie in their advertisement state that "Dalhousie University is committed to employment equity, including affirmative action..." Their advertisement gives new meaning to employment equity.

R.M BUSTIN & K. FLETCHER
Department of Geology
University of British Columbia

We regret if any misunderstanding has resulted from the wording we used in our recent advertisement for the James Robinson Johnston Chair in Black Canadian Studies, in which we specified that "the position is open to Black persons of diverse academic specializations..."

The Johnston Chair is a central component of the employment equity/affirmative action policy which Dalhousie implemented in 1993. Since this policy was approved by the Nova Scotia Human Rights Commission, our Legal Counsel has advised us that it is permissible to identify the target group from which we hope to receive applications for the Johnston Chair.

DEBORAH HOBSON
Vice-President, Academic and Research
Dalhousie University

Academic freedom limits lead to loss

Those who wish to limit the institution of academic freedom should remember that they are operating in a political arena that is open to admission of their just concerns. Once academic freedom is curtailed, a move to the right politically could expose all of us to the forces of authoritarian politics in our classrooms. Those likely to suffer most under a more repressive regime are those who at present are pushing hardest to limit academic freedom.

GARY G. TUNNELL
Department of Anthropology
Malaspina University-College

LIBRARIANS' CONFERENCE
RECOGNITION
LIBRARIANS' ACADEMIC STATUS
Westin Bayshore, Vancouver
November 17 - 19, 1994
INFORMATION CALL 613.820.2270

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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BULLETIN

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University Sabbatical Leave Provisions
Congés sabbatiques dans les universités

THE TABLES PRESENTED here outline the sabbatical leave provisions of a sample of universities from across Canada. Sabbatical leaves are designed to ensure that faculty have the opportunity to carry out sustained research and that they keep up to date and contribute to progress in their fields. The terms of sabbatical leaves are generally negotiated between the faculty association and university administration as part of an overall agreement on terms and conditions of appointment. In many instances the provisions of such leaves are achieved through trade-offs for other benefits. ■

LES TABLEAUX CI-CONTRE donnent les modalités des congés sabbatiques dans certaines universités canadiennes. Les congés sabbatiques visent à permettre aux professeurs de poursuivre des recherches soutenues pour qu'ils puissent demeurer à jour et faire progresser leur discipline. En règle générale, l'administration universitaire et l'association des professeurs négocient les modalités des congés sabbatiques dans le cadre d'une entente globale sur les conditions de nomination. Dans de nombreux cas, les modalités sont réalisées en échange d'autres avantages. ■

QUÉBEC

UNIVERSITY UNIVERSITÉ	PURPOSE OF LEAVE BUT OU CONGÉ	ELIGIBILITY REQUIREMENTS CONDITIONS D'ADMISSIBILITÉ	APPLICATION REQUIREMENTS EXIGENCES	UNIVERSITY CONTRIBUTION TO NORMAL SALARY COTISATION DE L'UNIVERSITÉ AU SALAIRE NORMAL	OTHER AUTRES
CONCORDIA (1993-94)	To serve objectives of the university by allowing members to enhance academic and professional competence	Tenured 1/6 yrs. continuous full-time service for one year leave 2/6 yrs. continuous full-time per 1st month leave 1/3 yrs. continuous full-time per 6 month leave 4.Untenured Faculty and Librarians: 10 years continuous service for 1 year leave	Application to Dean by September of previous year including description of research/study project	1)85% and $4,000 travel 2)100% and $2,000 travel 3)85% and $2,000 4)not specified	Written report upon return. Sabbatical is a privilege. Can be deferred only if member's professional expertise needed, and only for 1 year
MCGILL (1993-94)	Scholarship and academic renewal	6 years of full time credited service in academic staff	Study plan Approval by Chair and Dean Authorized by VP Academic and VP Research	90% salary Additional 10% supplied by faculty from sabbatical funds Proof of unavailability or ineligibility for external funds required	Submission of a report of sabbatical activities

ATLANTIC/ATLANTIQUE

UNIVERSITY UNIVERSITÉ	PURPOSE OF LEAVE BUT OU CONGÉ	ELIGIBILITY REQUIREMENTS CONDITIONS D'ADMISSIBILITÉ	APPLICATION REQUIREMENTS EXIGENCES	UNIVERSITY CONTRIBUTION TO NORMAL SALARY COTISATION DE L'UNIVERSITÉ AU SALAIRE NORMAL	OTHER AUTRES
MEMORIAL (1993-94)	Research, scholarship, creative or professional activities to foster academic or professional effectiveness	Those holding probationary or tenured positions may apply but sabbatical leave may be taken only after academic staff member receives tenure. Normally 6th or subsequent year of eligible service for leave of 12 months. Librarians are eligible on same basis as faculty	Application must be submitted to Administrative Head 10 months in advance of the date leave will commence and supported by documentation	80% of Basic Annual Salary Eligible to apply for up to 5% of Basic Annual Salary as Research grant pro-rated for length of the leave	Academic Staff member must return to the university for period of time equal to the duration of the sabbatical leave. Submit a Report to the Administrative Head within 40 days of return
NEW BRUNSWICK (1993-94)	To develop as scholars, researchers and professionals for academic and professional renewal	Tenured faculty Librarians and Instructors are eligible for study leave). A proposal which conforms to the purposes of the leave must be submitted	1)After 6 years full-time service 2)After 3 years full-time service	1)85% for 1 year after 6 years service or 6 months after 3 years service 2)100% for 6 months after 6 years service	A written report must be submitted upon return
SAINT FRANCIS XAVIER (1991-92)	Scholarly activities	After 6 years of continuous service, counting from the date of full-time appointment as the rank of Assistant professor or above, a full-time member may apply. Tenure is required. Librarians are eligible on the same terms as faculty. Part-time staff are not eligible	Applicant must provide an acceptable proposal for scholarly activities during the period of the leave	May receive a 12 month, or a 6 month leave at a salary of 80% of salary for the academic year during which the leave is taken	Not granted automatically. Criteria, notable services, research, writing and professional services

WEST/OUEST

UNIVERSITY UNIVERSITÉ	PURPOSE OF LEAVE BUT DU CONGÉ	ELIGIBILITY REQUIREMENTS CONDITIONS D'ADMISSIBILITÉ	APPLICATION REQUIREMENTS EXIGENCES	UNIVERSITY CONTRIBUTION TO NORMAL SALARY COTISATION DE L'UNIVERSITÉ AU SALAIRE NORMAL	OTHER AUTRES
ALBERTA (1993-94)	Study and scholarly research	Faculty only. 12 months leave after 6 years or 6 months after 3 years. Must have tenure. Separate policies are in place for professional leave available to other professional staff including librarians	Program must be approved by Dean on advice of Faculty Salaries and Promotion Committee	60% for both 6 month and 12 month leave	Must return for 6 months or reimburse University by 12.5% of study leave salary. Report required
BRANDON (1993-94)	Academic activity and/or professional development	With tenure: after 6 yrs for full leave, after 6 years for half leave Librarians have the same rights as faculty	Application to the Dean by April 1 of year prior to year for which sabbatical is requested. Must submit detailed plans and written report later	80% of salary - Full Leave (after 6 years) and Half Leave (after 3 years) Half year leave after 6 years = 100% salary	Must return for a period equal to length of leave or reimburse university equal salary received during leave. However, this requirement may be waived by mutual consent
VICTORIA (1993-94)	a)Study leave: to provide faculty members with extended periods of time uninterrupted by teaching, to engage in activities which will enhance and increase their knowledge of, and expertise in their academic discipline b)Admin. Leave: To provide an opportunity to faculty who have completed a term in an administrative position to prepare for resuming their teaching & research responsibilities	a)Tenured, min. of 3 yrs. f-t serv. from appt. or last leave- up to 6 months. If 6 yrs. serve, eligible for up to 1 yr Study leave not automatic; depends on funds in budget of Univ. & arrangements to cover teaching b)Completion of three yrs. as Chair, Dean or VP, up to 6 mths. After 3 yrs. up to 1 yr leave dependent upon availability of funds	-Should discuss application with the Dept. Chair. Written application by March 15 of fiscal yr. with statement of the proposed program of study b)written application by Oct 15 of fiscal year	Salary = 2/3 normal salary plus 3/10 those of the Assist. Professor Shared benefits continue in force. b)same as above	Members are expected to return to UVic. for period at least equal to study leave on its completion. Decision is made by Board of Governors on recommendation of President. A report on activities must be submitted within 3 months of return

ONTARIO

UNIVERSITY UNIVERSITÉ	PURPOSE OF LEAVE BUT OU CONGÉ	ELIGIBILITY REQUIREMENTS CONDITIONS D'ADMISSIBILITÉ	APPLICATION REQUIREMENTS EXIGENCES	UNIVERSITY CONTRIBUTION TO NORMAL SALARY COTISATION DE L'UNIVERSITÉ AU SALAIRE NORMAL	OTHER AUTRES
GUELPH (1993-94)	To enhance quality as scholars, teachers and researchers.	Up to 12 months leave after 6 years of service. Tenure required.	Apply to Departmental Chair outlining purpose of leave.	75-100% depending on length of leave. Maximum 100% from all sources.	Sabbatical leave a privilege not a right. Report required. Obligated to return
OTTAWA (1993-94)	To increase quality of research and programmes of study	6 months leave after 3 years or 12 months leave after 6 years service. Tenure is required.	Apply to Teaching Personnel Committee outlining Research Program.	75% for 12 months (could go to 90% for deferred leave) 100% for 6 months.	Sabbatical leave a privilege not a right. Not obligated to return. File report with Dean upon return.
QUEEN'S (1993-94)	To enhance quality as scholars, teachers and researchers.	6 to 12 month leave after 6 years service. Tenure is not required	Apply to Department Chair outlining nature of scholarly activity.	75% maximum 100% from all sources.	Sabbatical leave a privilege not a right. Obligated to return. File report upon return.

This information has been excerpted from the CAUT annual surveys of employee benefits for university faculty. Information for Ontario has been adapted from the OCUFA faculty survey for Ontario universities.

TAX FACTS

Income Tax Instalment Changes

BY STEVEN DYCK

Many academics with business and professional income (royalties, speaking fees, etc.) or substantial investment income will find themselves dealing with new instalment rules coming into effect September 1994. The changes affect taxpayers outside Quebec who in 1994 and either 1993 or 1992 had taxes payable at least $2,000 higher than the total of tax deducted at source plus refundable tax credits. (A modified rule for Quebec uses a threshold of $1,200 in excess of total federal tax deducted at source plus refundable Quebec abatement and tax credits.)

Revenue Canada has already sent instalment reminders to taxpayers who they know to be affected, and one option is simply paying the amount shown on the due date (the first was Sept. 15, 1994). This option carries no risk: if total 1994 tax proves higher than Revenue Canada's calculations, no interest or penalty is levied.

Taxpayers should be aware that Revenue Canada's quarterly calculations assume previous instalments due are fully paid. If you have not fully paid prior quarters, and then pay only the amount shown on the reminder, you are in fact underpaying and will eventually have to pay appropriate penalties and interest.

The second, or "prior-year" option, is to pay 25 per cent of your prior year taxes and CPP contribution on each quarterly instalment date. The third choice is to pay 25 per cent of estimated current-year taxes and CPP on each due date. Electing between these two depends on whether you expect your current year income to rise or fall from the previous year.

In 1995, March and June instalments are each 25 per cent of 1993 taxes, the September and December instalments are each half of total 1994 tax less the two payments to date.

If in 1993 tax was $6,000 and in 1994 $10,000, with 1995 anticipate a total of $10,000, as follows:

March 1995	$ 1,500 ($6,000 x 25%)
June 1995	1,500
Sept. 1995	3,500 ([$10,000 - (2 x $1,500)] x 50%)
Dec. 1995	3,500
	$ 10,000

Total tax instalments are still $10,000 (1994) but can be deferred somewhat without penalty or interest, compared with option three which would see four equal $2,500 payments. But if you know 1995 income will drop such that taxes will be only $5,000 then option three which produces quarterly instalments of $1,250. Either of the other options would mean a heavier up-front cash flow burden.

Of course, Revenue Canada will levy interest and penalties in the event of error so, while there are advantages in being able to defer tax instalments, it should only be done by taxpayers who have confidence in their calculations and income projections, and are certain they will not end up owing more than $2,000 in extra tax at year-end. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

In Memoriam Robert W. Kerr

BOB KERR, PRESident of CAUT in 1990/91, died on Sept. 18.

Bob was a professor of law at the University of New Brunswick between 1968 and 1976. He then moved to the University of Windsor where he taught until his recent illness. He was a graduate of UNB, Dalhousie and Harvard.

In his professional life he was particularly involved in questions pertaining to human rights and sat on tribunals in New Brunswick, Ontario and at the federal level. He was a strong supporter of the Canadian Association of Law Teachers, served on its board, and also served as its president for one term. He served on the senate at Windsor and on many university and faculty committees.

He also had been associated with the federal Conservative Party and was a consultant to the New Brunswick government on legislation, constitutional law and language rights under Premier Hatfield.

Bob was president of the Windsor Faculty Association in 1978/79. He was a member of the negotiating team for the first collective agreement at Windsor in 1977 and was chief negotiator in 1979/80. He became a member of the CAUT Collective Bargaining Committee in 1977 and was its chair between 1982/85. He became vice-president (Internal) of CAUT in 1985/87 and president in 1990. Subsequently to his presidential term he served as a notably fair, impartial, and well organized Speaker of the CAUT governing Council.

Bob brought great dedication to the work of CAUT, particularly in the area of collective bargaining. He combined this dedication and hard work with a meticulous and careful approach to contracts and collective agreements. Many CAUT documents bear the imprint of his commitment and his drafting skill.

Joyce Lorimer, president of CAUT, said that "those of us who got to know Bob personally during his years as president and speaker will always remember his personal kindness, his deep loyalty to his local faculty association at Windsor, and his absolute commitment to the interests of CAUT. He will be greatly missed." ■

BOB KERR...

"Bob Kerr was an exemplary president of CAUT. He cared deeply about the organization and particularly its integrity in the service of its members. Those of us whose privilege it was to work with him soon learned that this dedication was marked by an intellectual habit of precision and a considerable memory, as well as carefulness and considerable political acumen. He also had a keen and warm sense of humour, touched by a nice note of self-deprecation. He is surely one of those whose laughter will live on in our memories."

Alan Andrews, CAUT president, 1992-1994

"CAUT has seen many sorts of president, among them both scholars and lawyers. Bob Kerr was both, a better lawyer than most scholars and a better scholar than most lawyers. He was also a good union leader and negotiator, as well as a faculty member deeply concerned about university teaching. Through his work at CAUT he served his profession well, both as an elected officer, and later as Speaker of CAUT Council. But besides being able to negotiate and arbitrate and conduct a meeting according to Burinot, he could tell us about the old, perhaps gone, movie theatres of place X, for many X's throughout North America — and moreover, tell us about how he got there on his motorcycle. He was a good guy, and will be missed."

Fred Wilson, CAUT president, 1991/1992

"Should a CAUT Stalwarts' Group ever be established, Bob Kerr would be acknowledged as a charter member. His capacity for work was legendary, and second only to his unfailing fulfilment of any commitment he undertook. That we may have disagreed on occasion is unremarkable: what was always unquestioned was Bob's preparedness to consider and debate evidence, and to apply principles of fairness. Bob's determination not to let his illness interfere with his particular pleasures — motor-biking, continuing his work in human rights and on CAUT's behalf, and seeking out surviving theatres in small town Canada — never failed. Such resolution was and remains an example for all of us."

Pamela Smith, CAUT president, 1989/1990

"Bob Kerr was an inestimable asset to and friend of CAUT, to whom we owe a very great deal. Bob and I collaborated on a variety of projects, and served together on two successive Executive Committees. My overriding impression is of his painstaking approach to all the work he undertook in serving the organization. He exemplified the dedicated and skilled volunteer, bringing all that was best and relevant from his own professional life and training and offering it unstintingly to the association. Bob was somebody who was always there. Now that he isn't, he will be missed."

Peter King, CAUT president, 1988/1989

Ontario Launches University Funding Review

FROM PAGE 1

emphasis on teaching, enhanced transfer of credits among universities, and between colleges and universities, enhanced cooperation, rationalization and sharing to increase quality and accessibility ... (and) a funding system which encourages accessibility, adaptation and restructuring."

In addition, the council was asked to examine the balance among university teaching, research and community service, and to consider ways to increase accountability in the use of resources in these areas.

The discussion paper notes pressures on universities through increased enrolments, which are expected to rise at an annual rate of three per cent for the next several years, and financial constraints, through decreased provincial and federal funding.

The report also suggests that given the economic climate, universities cannot expect funding shortfalls over the past few years to be recouped in the near future.

The review document probes exploratory possibilities in the area of accessibility. Increased use of electronic technology, flexible scheduling, easier transfer of credits and increased use of "bridging programs" for students lacking normal prerequisites, are suggested as a means of delivering education to more students for less money.

Potential improvements in teaching quality might be achieved, it suggests, through increased sensitivity training on issues of sexual and racial biases, increased feedback to professors on their classroom performance (through unspecified methods), increased use of teaching dossiers and "changes to the promotion and tenure reward systems."

In the area of research, the report offers few suggestions for change, other than to note there is increasing competition for research funding and that a variety of agencies have suggested alternative mechanisms for its distribution.

The authors conclude that the "challenge is clearly to ensure that high quality research is recognized and promoted in Ontario's university funding arrangements."

The most controversial sections of the document are those which focus on proposed funding mechanisms and the appropriate interrelationships among teaching, research and community service.

To address the first issue, the document suggests the biggest challenge is "how to best respond to the increased demand for the teaching element of (universities') tripartite mission."

Citing other studies, the commissioners note that about 49 per cent of professors' time is spent on teaching, compared to 26 per cent on research, 14 per cent on administration and 11 per cent on external community service.

The review document takes issue with the classical view that teaching and research are necessarily complementary activities. The document cites five separate studies — three in the United States — as providing evidence to refute this point of view.

According to these studies, research and teaching are seen as either independent or conflicting. Detailed bibliographic material on these studies is not provided in the main document but is provided in a background paper.

On the related issue of academic restructuring, broad ideas which are suggested include amalgamating programs, "pruning course offerings to reduce overspecialization," linking similar programs at nearby universities, introducing more core curricula, reducing duplication in graduate programs, tightening new program funding approval criteria, and closing programs which receive "negative quality evaluations."

On the funding issue, three separate possible models are suggested, two of which (the Modified Corridor System and Enrolment-sensitive System) would involve minor alterations in the current funding allocation system and one which would overhaul it completely.

The third model, described as a "Purchase of Service System," would allow the government to "allocate funds separately for teaching, research and community service to ... target levels, with appropriate allocative and accountability mechanisms for each mission."

Joy Cohnstaedt, Chair of the Ontario Council on University Affairs, indicated that more detailed material can be obtained in the form of four background papers on the structure of academic work (workload), university funding mechanisms (international and comparative), undergraduate teaching and research (a literature survey) and the costs of teaching, research and community service.

She said she welcomes comment from a range of communities. The funding models are, she said, "instruments to achieve certain goals" and that she would be interested in hearing about other possible models during the public hearings.

Glen Brown, communications officer for the Ontario Confederation of University Faculty Associations, said faculty were very concerned about the review document. "At issue here is whether governments should have more direct control over the operations of universities. OCUA seems to assume that giving governments the tools to direct the organization of scholarship is a welcome objective. We fundamentally disagree."

Brown stated that OCUFA "is alarmed about some of the conceptions in the OCUA documents. There are facile distinctions between research, teaching and service, some of which are fundamentally flawed. These lead, by necessity, into flawed conceptions of academic work and the costing thereof."

Brown added that OCUFA was convinced the system is responding quite well to initiatives such as improved linkages between colleges and universities and the funding mechanism has not been a barrier.

Brown said the "Purchase of Service" model reflects a fundamental misconception of scholarship. The use of such a model could allow a government to "purchase less research and more teaching or to encourage the speeding up of teaching," he said.

Brown also expressed reservations about the broad nature of the inquiry, noting:

"They are attempting to accomplish way too much in too short a time. The discussion paper and documents are showing the strain — too much, too fast, too driven by the minister's letter."

He indicated it is curious that some useful recommendations in reports from recent commissions of inquiry into Ontario universities, such as the 1993 Broadhurst report, have not been implemented, yet another inquiry with much shorter time lines, has been initiated. ■

(J. Mark Langdon is an instructor of Political Studies at Trent University.)

Three Provinces Move to Privatize Student Aid

BY DEREK CARLISLE

IN A YEAR WHICH HAS seen many developments regarding post-secondary education, the privatization of student loans has surfaced as one of a number of new issues encountered by students.

Bill C-28, which passed in the Commons at the end of June, established the parameters for agreements between the Minister of Human Resources Development and lending institutions for the administration of the Canada Student Loans Program.

These new arrangements follow announcements from three provinces which have negotiated with lending institutions to take over their provincial student aid programs.

The provincial governments in Nova Scotia and Alberta have signed exclusive contracts with the Canadian Imperial Bank of Commerce (CIBC). In addition to the CIBC, the New Brunswick government also signed agreements with La Fédération des Caisses Populaires Acadiennes and the Caisse Populaire de Shippagan to meet the needs of francophone students in that province.

Students in these three provinces who seek financial aid continue to apply to the provincial Student Aid Departments as was the previous practice. Once the loan applications are assessed, they are forwarded to the lending institutions for disbursement.

Provinces in turn pay the banks a risk premium which is a compensation for lending risks but also serves to shift the burden of the delivery of student aid programs from the government.

Even though the CIBC is the only common lending institution in the provincial arrangements different provisions seem to be in place in all three jurisdictions. When the new legislation was introduced in Nova Scotia in January, credit checks were conducted on 12,000 provincial loan applicants above the age of 22. Of those 12,000 applicants, 783 were initially denied loans because of poor credit ratings.

Due to this extremely high rate the first time around the provincial government intervened to guarantee the loans of these applicants for that academic term.

The provincial Department of Student Aid in Nova Scotia subsequently compiled a profile of students initially denied financial assistance. This profile indicated close to half of the applicants were incorrectly turned down, often because credit information was not updated by the credit agency handling the program for the bank.

In August, the Nova Scotia government announced it had renegotiated its agreement with the CIBC so that credit checks will no longer be conducted on loan applicants.

At this time, it seems that New Brunswick will be the only jurisdiction where credit checks will be conducted on all applicants over the age of 22 starting this fall. However, the provincial government established a Credit Review Board in its Act to Amend the Youth Assistance Act. Apparently, the inclusion of the Credit Review Board into the existing provincial appeals process was in recognition of the difficulties encountered by students in Nova Scotia.

Alberta implemented its new provincial loan program with the CIBC this fall. In written information released by the Department of Advanced Education and Career Development, the government has committed to guaranteeing loans following demonstration of financial need and there is no mention of credit checks.

During the committee hearings on the federal legislation the Minister of Human Resources Development acknowledged the continuing role the government must play in the area of student assistance. Both the minister and the Secretary of State (Training and Youth) provided assurances that no eligible students would be denied assistance based on past credit history.

Despite these oral assurances, one of the Reform Party members on the Human Resources Development Committee highlighted a section of a document sent to banks and credit unions last year. The particular section stipulated that lending institutions would not be bound to negotiate loans with "any applicants who have an established history of credit abuse."

During the public presentations surrounding Bill C-28, the Canadian Federation of Students called on the federal government to make public the terms and conditions of agreements between the minister and any lender. The Canadian Association of University Teachers also called on the government to release more details on any agreements with lending institutions.

Of the three provincial governments which have negotiated with lending institutions, Alberta has provided the most written information. In Nova Scotia, the Students' Union of Nova Scotia applied under the Freedom of Information Act to obtain more details of the contract between the province and the CIBC but its initial request was denied.

The agreements with specific lending institutions place restrictions on students when it comes to dealing with the financial institution of their choice. But the CIBC has taken steps to assure students they will be able to transfer their loans to the institution of their choice after they have been negotiated.

Agreements with lending institutions also place many barriers in terms of mobility and portability of federal, provincial and territorial student aid programs combined. Clearly there is an absence of national standards to ensure that all Canadian students have equal access to student financial assistance regardless of their place of origin.

The new legislation could result in a scenario whereby a student has negotiated an existing Canada Student Loan with one lending institution and additional federal loans with another institution as set out in the agreements with the minister. This is not including the possibility of similar arrangements taking place at the provincial level.

During the committee hearings on Bill C-28 in June, the Director General of the Student Assistance Branch confirmed the federal government was negotiating with the CIBC and the Royal Bank based on their responses to a tendering process begun in February of 1993. All indications point to the new arrangements with the banks for the Canada Student Loans Program to begin in January of 1995.

The CIBC recently indicated it is also negotiating with the provincial governments of Prince Edward Island, Newfoundland and Labrador and Manitoba to take over their student aid programs. Other lending institutions, such as the remaining chartered banks and the Credit Union Central of Canada will be invited to reapply for participation in the federal program under the conditions negotiated with the CIBC and the Royal Bank.

Both the CAUT and the CFS are members of a National Advisory Group on Student Financial Assistance. Unfortunately, this group has not been called together since the federal election last year.

In the upcoming months, both organizations will be continuing to press the government for the release of more details on changes to the Canada Student Loans Program. ■

(Derek Carlisle is Government Relations Coordinator, Canadian Federation of Students.)

STUDENT AID
AIDE FINANCIÈRE AUX ÉTUDIANTS

Student aid is a hot political topic in Canada, the United States and the United Kingdom. Canada and the U.K. are moving rapidly to privatize the system while the Clinton administration in the United States is moving in the opposite direction by creating a system of direct funding by the federal government. The three articles on this page discuss various aspects of this issue.

L'aide financière aux étudiants est un sujet politique épineux au Canada, aux États-Unis et au Royaume-Uni. Ce dernier ainsi que le Canada s'apprêtent à privatiser le système tandis que le gouvernement Clinton, aux États-Unis, emprunte une direction opposée en créant un système d'aide financière directement fournie par le gouvernement fédéral.

British May Sue 500,000 Students

IN BRITAIN THE *GUARDIAN Weekly* reported that the Student Loans Company set up by the British government to administer their new student loan system is contemplating suing some 500,000 students for failing to meet their loan repayments within three years. This involves about 20 per cent of those who have taken out loans.

The company has already taken legal action against 2,000 former students. It also expects that 40 per cent of the students who take out loans will have the right to defer repayment after graduation because their incomes will be below the threshold of £14,000 specified in the government's policy.

The company, based in Glasgow, is entirely financed by the state. There have been allegations of fraud and mismanagement, and three government departments — the National Audit Office, the Department of Education and the Scottish office — are currently investigating.

The Department of Education began its investigations when Stephen Byers, a Labour M.P., passed to auditors a 100-page dossier on alleged frauds in the company.

The *Guardian* speculates these events will make it much more difficult for the Conservative government to finally privatize the company since the banks and other investors may not be thrilled by the high level of default.

The government has been moving for some time to replace the previous system of grants for university students with one based mainly on loans. Ministers such as Michael Portillo have made no secret of their desire to privatize the whole system. ■

U.S.A.

A Different Route

WHILE THE CHRÉTIEN government and the provinces seemed determined to put in place the plans inherited from the federal Conservatives to privatize the student loan business, the Clinton administration in the United States has decided to take the opposite tack.

The U.S. federal government has embarked on an ambitious program of direct lending which is designed to push aside the private financial institutions. It is called the *Federal Direct Student Loan* Program. The purpose is to cut costs by eliminating the expenses associated with the use of private banking arrangements.

The program provides loans to students directly from the federal government through university and college administrative offices. It started this year and about five per cent of the student loan business is being handled this way. Next year the percentage of business will rise to about 40 per cent.

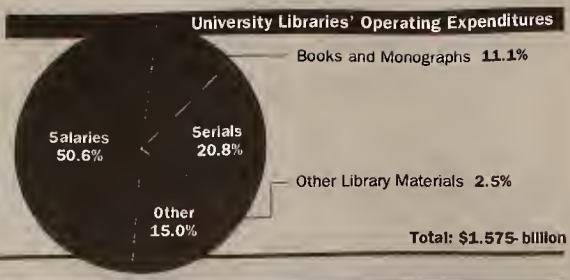
The Department of Education has announced a lengthy list of institutions, both large and small, that will join the program in 1995/96. These include the University of California at Berkeley and four other campuses of the California system, New York University, MIT, Boston University and Michigan State. In total 488 non-profit universities and colleges have joined the system.

Several states have, as a consequence, announced plans to close their loan guarantee agencies. During the summer some Republicans in Congress vigorously attacked the new system and defended the private interests who were now deleteriously affected. The private institutions, they claimed, were much more efficient than the federal government.

Nevertheless, the Clinton administration has pressed on with its plans and has shown no inclination to restore the one per cent fee that was previously allowed to the guarantee agencies. ■

University of Wisconsin at Madison

Holdings of Research Libraries in U.S. and Canada, 1992-93



University Libraries

	Rank[1]	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures[2]
Harvard U	1	12,605,537	245,643	96,357	977	$57,978,016
Yale U.	2	9,327,219	163,217	52,971	498	33,176,000
U. of California at Berkeley	3	7,981,724	144,157	89,730	427	32,381,956
U of California at Los Angeles	4	6,390,409	175,991	94,612	382	29,346,246
U. of Illinois at Urbana-Champaign	5	8,281,456	185,693	91,026	385	19,668,417
U of Toronto	6	6,408,524	185,478	41,103	565	30,991,448
Columbia U.	7	6,386,712	139,073	65,000	483	27,158,173
U. of Texas	8	6,835,983	173,891	51,689	540	22,428,946
Stanford U.	9	6,250,671	142,839	46,397	461	35,801,401
Cornell U.[3]	10	5,579,629	173,428	61,015	430	25,860,056
U. of Michigan	11	6,699,359	128,765	70,691	408	27,842,689
U. of Washington	12	5,248,347	143,303	54,517	375	24,754,045
Indiana U	13	5,438,860	191,185	39,929	326	20,831,961
U. of Wisconsin	14	5,424,299	118,122	46,651	357	24,065,100
U of Minnesota	15	5,008,637	129,858	52,018	301	24,534,429
U of Pennsylvania	16	4,099,548	264,165	33,024	288	19,827,081
U of Chicago	17	5,578,937	135,778	45,613	302	17,492,376
Princeton U.	18	5,081,114	122,674	30,656	337	20,713,519
Pennsylvania State U.[3]	19	3,421,370	133,805	31,707	430	20,339,945
U of North Carolina	20	4,059,441	112,493	38,288	331	18,082,240
Ohio State U.	21	4,693,081	110,647	33,010	299	18,021,179
Rutgers U.[3]	22	3,441,294	83,431	32,564	363	23,603,845
U. of Virginia	23	3,948,504	109,970	44,349	279	16,391,905
Duke U.	24	4,234,985	110,504	32,732	278	17,346,777
U. of British Columbia	25	3,347,672	122,953	22,787	358	19,807,345
U. of Alberta[3]	26	3,389,394	152,561	21,972	313	16,160,087
U. of Arizona	27	4,018,071	114,197	28,662	261	16,152,251
New York U.	28	3,273,708	68,472	28,689	330	21,042,947
Arizona State U.[3]	29	2,922,157	102,389	32,241	309	16,106,184
Northwestern U.[3]	30	3,642,790	78,204	37,424	249	15,857,232
U of California at Davis	31	2,659,270	81,558	50,298	263	15,231,633
U. of Georgia	32	3,131,402	82,911	47,993	255	13,593,007
U. of Pittsburgh	33	3,122,798	89,968	24,991	275	15,672,214
U. of Iowa	34	3,317,265	69,383	40,047	205	14,060,389
U. of Kansas[3]	35	3,193,850	81,733	33,047	226	13,130,657
Johns Hopkins U.	36	3,012,364	68,001	21,172	272	17,623,556
U. of Southern California	37	3,168,969	76,861	24,832	228	15,478,970
U. of California at San Diego	38	2,241,696	78,173	24,414	291	15,623,336
U. of Florida	39	3,022,768	51,877	24,191	300	14,577,203
U. of Hawaii	40	2,718,618	89,339	36,592	165	12,107,103
Michigan State U.	41	2,939,376	88,695	27,876	172	12,956,601
McGill U	42	2,766,775	68,580	18,524	279	13,989,375
Wayne State U.	43	2,752,167	88,868	24,468	182	12,532,336
State U. of New York at Buffalo	44	2,797,145	87,882	22,593	197	12,092,366
Texas A&M U.[3]	45	2,154,600	121,069	16,187	234	12,398,022
U of Colorado	46	2,504,405	78,943	27,727	177	13,501,424
Washington U.	47	2,979,934	63,708	18,601	235	13,524,921
Emory U[3]	48	2,212,507	68,138	22,842	211	14,265,332
Georgetown U.	49	1,965,113	61,493	24,763	212	14,134,147
U of Maryland	50	2,231,552	63,163	19,433	216	14,211,800
U. of Laval	51	1,987,510	72,304	16,975	257	12,903,464
U. of Kentucky	52	2,515,874	59,923	26,889	189	11,017,533
U of Connecticut[3]	53	2,442,215	89,838	16,924	160	13,257,682
U. of Miami	54	1,875,556	84,325	18,890	210	12,265,696
U. of Western Ontario	55	2,104,301	63,855	18,770	227	12,568,328
Massachusetts Institute of Technology	56	2,320,524	59,646	21,136	210	11,703,150
York U. (Ontario)[3]	57	2,011,251	65,483	19,312	204	12,175,242
Vanderbilt U	58	2,085,652	66,068	16,357	215	12,400,106
U. of Missouri	59	2,630,419	58,017	22,688	188	9,800,337
U. of Utah	60	2,345,111	76,056	19,572	215	11,458,576
U. of New Mexico	61	1,859,848	47,229	21,795	229	13,391,678
U of California at Santa Barbara	62	2,126,774	53,221	24,325	197	11,447,525
Boston U	63	1,895,723	57,344	28,512	192	10,802,180
U. of Illinois at Chicago	64	1,782,637	47,339	21,119	234	12,311,435
U. of South Carolina	65	2,576,311	53,490	19,232	185	10,587,879
U. of Notre Dame	66	2,252,029	63,451	21,727	188	9,037,724
U of Tennessee	67	2,021,903	64,811	18,881	197	10,395,983
Dartmouth College	68	1,992,074	83,844	20,143	156	10,154,627
Brown U.	69	2,606,259	59,299	13,533	183	11,215,205

University Libraries (continued)

	Rank[1]	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures[2]
Purdue U.	70	2,076,302	67,814	14,139	203	$10,627,758
U. of Cincinnati	71	1,947,773	49,562	19,574	191	11,831,437
Brigham Young U.	72	2,262,029	69,112	17,698	140	11,540,081
Syracuse U.	73	2,572,485	45,932	16,477	212	9,876,449
U. of Nebraska	74	2,164,254	59,585	21,671	170	9,194,016
Auburn U.	75	2,140,856	83,564	21,611	148	7,817,308
Temple U.[3]	76	2,189,431	52,069	15,699	184	10,882,911
U. of Massachusetts	77	2,575,292	64,875	15,546	154	9,260,118
U. of Delaware	78	2,119,899	50,639	20,941	164	9,716,097
Howard U.	79	1,905,110	37,876	25,564	193	9,599,571
Iowa State U.	80	1,994,376	43,218	21,547	152	12,006,617
Louisiana State U	81	2,709,757	56,559	16,169	147	8,966,596
Florida State U.[3]	82	2,028,509	53,399	18,420	181	8,754,797
Queen's U. (Kingston)	83	1,937,296	60,973	14,800	183	9,561,802
U. of California at Irvine	84	1,598,488	45,389	17,550	166	12,247,934
Tulane U	85	1,943,858	58,415	16,934	154	8,805,861
Southern Illinois U.	86	2,248,064	57,508	17,047	130	8,956,072
U. of Rochester	87	2,812,892	42,243	12,885	162	9,277,901
U. of Oregon	88	2,024,323	45,650	17,914	143	10,233,298
Virginia Polytechnic Institute and State U.	89	1,849,994	55,284	18,288	139	9,350,312
North Carolina State U.	90	1,485,041	48,781	18,086	170	10,413,684
U. of Oklahoma	91	2,430,404	52,258	17,400	129	8,429,979
U. of Waterloo	92	1,718,502	49,962	16,196	171	9,238,348
Oklahoma State U.[3]	93	1,705,986	87,031	17,553	116	7,892,909
State U. of New York at Stony Brook	94	1,848,618	42,158	16,952	153	10,374,810
Washington State U.	95	1,717,764	38,711	24,038	148	9,207,768
U. of Saskatchewan	96	1,547,741	60,922	13,820	167	8,389,785
McMaster U.	97	1,654,619	40,398	14,921	178	9,447,302
U. of Manitoba	98	1,609,237	39,003	11,928	200	9,933,876
U. of Alabama	99	1,949,073	49,502	16,164	136	7,937,213
Colorado State U.	100	1,505,169	63,724	20,868	115	7,769,201
U. of Houston	101	1,754,375	49,696	14,437	139	8,872,227
Kent State U.[3]	102	2,139,129	42,074	11,146	160	8,811,149
Rice U	103	1,794,602	57,507	13,725	122	8,284,248
U. of Guelph	104	2,058,632	46,902	12,945	146	7,201,213
Case Western Reserve U.	105	1,802,042	37,874	14,344	150	8,625,221
State U. of New York at Albany[3]	106	1,748,697	37,336	16,039	135	7,641,624
U. of California at Riverside	107	1,682,006	41,850	13,621	128	7,493,525
Georgia Institute of Technology	108	1,771,934	35,415	11,381	96	5,327,085

Non-University Libraries

	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures[2]
Boston Public Library	6,319,206	273,506	17,651	489	$27,837,130
Canada Institute for Scientific and Technical Information[3], Ottawa, Ontario	2,326,919	22,335	30,929	169	25,752,496
Center for Research Libraries, Chicago	3,314,749	44,529	14,064	60	2,883,518
Library of Congress, Washington	22,648,218	359,437	177,852	4,651	345,973,000
Linda Hall Library, Kansas City, Mo.	689,649	12,451	11,620	63	3,552,000
National Agricultural Library, Beltsville, Md.	2,145,182	18,694	22,010	215	19,804,927
National Library of Canada, Ottawa, Ontario	1,737,084	68,490	44,552	500	31,138,235
National Library of Medicine, Bethesda, Md.	2,074,969	30,068	28,594	277	27,653,000
New York Public Library, New York	6,886,810	134,772	160,197	681	36,837,325
New York State Library, Albany, N.Y.	2,253,617	27,212	18,582	186	9,071,122
Smithsonian Institution[3], Washington	1,157,611	18,413	6,438	130	6,625,553

Note: Institutions are asked to report figures for their main campuses only, unless a branch campus is indicated.

[1] Based on an index developed by the Association of Research Libraries to measure the relative size of university libraries. The index takes into account the number of volumes held, number of volumes added during the previous fiscal year, number of current serials, total operating expenditures, and the size of the "permanent" staff, a figure which includes professional and non-professional workers and excludes student assistants. The index does not measure a library's services, the quality of its collections, or its success in meeting the needs of users.

[2] Figures for Canadian libraries are expressed in U.S. dollars.

[3] Includes branches as well as the main institution.

SOURCE: Association of Research Libraries

CHRONICLE CHART BY JOJO GRAGASIN AND LORA THOMPSON

Reprint: *The Chronicle of Higher Education*, May 25, 1994.

Data only includes Canadian university libraries which are ARL members.

CAUT Research intends to produce a similar table of library statistics for Canadian university libraries in a future issue of the *Bulletin*.

Richardson Arbitration

University of St. Michael's College v. Herbert W. Richardson

BY MAUREEN KILGOUR

THE CASE OF HERBERT W. Richardson has been covered widely in the media in Canada over the past few weeks, and this media attention has focused primarily on the issues of tenure and dismissal in universities. As the decision of the hearing committee makes clear, the principles of tenure and academic freedom have little to do with this case.

The hearing committee established by the procedures governing the Termination of Tenured Appointments of St. Michael's College in Toronto has reached and released a decision on the case of Professor Herbert W. Richardson. The hearing committee, comprised of three academic staff members from the University of Toronto and Osgoode Hall Law School, was convened to determine whether there were grounds for the termination of Richardson's tenured appointment as a full-time faculty member.

St. Michael's College procedures provide that a tenured appointment may be terminated only for cause, which is defined in part as "persistent neglect of or repeated and unjustified refusal to carry out reasonable duties" and "gross misconduct."

During the hearing, the college indicated three areas of concern. The college alleged that Richardson persistently neglected his teaching duties and that student complaints about his behaviour indicated gross misconduct on the part of Richardson. Secondly, Richardson's failure to reveal to the college the full extent of his involvement with his business interests, which include Edwin Mellen Press and a private university in the Turks and Caicos Islands, and his time commitment to these interests constituted gross misconduct, and finally that the taking of a paid three and a half month medical leave which was granted to Richardson, along with his failure to respond to reasonable requests for information from the college constituted gross misconduct.

For his part, Richardson countered that the deficiencies in his academic performance and his involvement with Edwin Mellen enterprises were not serious enough to constiture gross misconduct, and that he should have received a fair warning and adequate opportunity to modify his conduct. He also estified that if asked the basis of his medical leave by the college, he would have responded immediately.

In its written decision, the hearing committee made some preliminary observations about tenure in response to the "crass caricature of the job of a professor." The decision notes that a professor with tenure may be dismissed for "serious misconduct, incompetence or incapacity, and only after a hearing has been held."

The decision states that "the justification for tenure is to free professors from the fear that they may be dismissed or otherwise disciplined by their employer for vigorously pursuing ideas in their research and teaching that may be regarded as dangerous, misguided, or irrelevant to the perceived needs of society ...This case has virtually nothing to do with the academic freedom that tenure is designed to protect."

After 17 days of public hearings, in which many witnesses were called and a substantial amount of oral and written evidence was submitted, the hearing committee determined that Richardson was guilty of gross misconduct on the cumulative basis of the three areas of concern (teaching, conflict of interest and the medical leave), that he was guilty of gross misconduct with regards to conflict of interest and with regards to his medical leave, and that for these reasons he was dismissable by St. Michael's College.

The college's allegations concerning Richardson's deficiencies as a teacher were difficult for the hearing committee to deal with, partly due to their impression that "the manner in which the student complaints were handled was far from satisfactory." The hearing committee also noted the mixed nature of the evidence on Richardson's teaching performance, but concluded nonetheless that his performance, while nor constituting "gross misconduct" and while not rendering Richardson dismissable, did constitute misconduct.

The hearing committee concluded that Richardson is dismissable by the University of St. Michael's College, according to the established procedures. The College has recently made the decision to dismiss him.

In her reaction to the decision to dismiss Professor Richardson, Joyce Lorimer, President of CAUT, commented that "despite the media attention on this case, the decision breaks no new ground, and has nothing to do with the disintegration of the tenure system. Provisions in Canadian university agreements have always allowed for dismissal for cause, and ensure that causes are not frivolously invented. The requirement for due process in hearing such cases is fundamental." ■

(Maureen Kilgour is a professional officer in the collective bargaining section at CAUT).

Education 3000

Exact Analysis was displayed at the AMS, MAA Summer Meeting (Minneapolis Mathfest '94), University of Minnesota.

The 21st Century Mathematics

Research Councils Face New Funding Threat

THERE ARE NOW SERIous threats to the overall level of funding of the three federal research councils despite the explicit promises of the Liberal Party to the contrary in their electoral campaign and in the last budget speech of Finance Minister Paul Martin.

These arise from the current budget review of the finance minister and from the program review headed by Minister of Intergovernmental Affairs, Marcel Massé. These reviews are taking place simultaneously with the science policy consultation which has been proceeding at the local and regional levels over the summer months and threaten to undermine it.

"The councils and agencies that fund university research in science, engineering, medicine and the social sciences are being excluded from spending reductions contained in this budget, reflecting the priority we place on R&D. Funding for the National Research Council will be increased in 1994/95 after years of cuts."

From the 1994 Budget

The Liberals made research and development one of the key parts of their platform in the last election. In response to a CAUT questionnaire they stated that university research was "of fundamental importance" and that the production of an adequate supply of highly trained persons required long-term and stable investment.

They promised an increase in research funds and stable funding for the granting councils. In the Red Book, which Jean Chrétien indicated would be the blueprint for his government, the Liberals again promised stable funding for the granting councils, the National Research Council and the centres of excellence.

In last year's budget Paul Martin excluded the granting councils from the spending reductions which he said was a reflection of "the priority we place on R&D." In the same budget he announced the government would be developing "a new national science and technology strategy."

"A Liberal government will continue to support basic research, including the provision of stable funding for the granting councils, the National Research Council and the Networks of Centres of Excellence."

From the Red Book

"It would be something of a let down," said CAUT President Joyce Lorimer, "if this new strategy turned out to be simply a cut in the budget."

Furthermore, she said, the Liberals have recognized on many occasions that investment in research and development was a productive use of federal money, creating new businesses and new jobs.

The federal science policy consultation will reach its climax at a national meeting in mid-October. The ministers responsible expect the consultation will lead to a framework for a detailed research and development policy.

The more effective, the more persuasive and the more widely supported this plan, the less likely that the budgets in research and development will be cut back, including those of the granting councils. It nevertheless is clear that a budgetary battle is ahead.

The contrast between the uncertainty and apparent lack of commitment to university research in high places in Ottawa contrasts sharply with the policies of the Clinton administration in the United States.

The Democratic administration has written to all agencies and governmental departments telling them to boost spending on basic research starting in 1995. The memorandum tells the departments to favour university research and to subject more of their research to peer review.

The administration also announced a program of competitive awards to fund new university buildings and equipment in 1996.

On Aug. 3, Vice-President Al Gore released a policy paper entitled, "Science in the National Interest," which underlined the need for basic research and suggested an increase of $25 billion may be necessary to maintain the position of the United States as a major industrial power.

It set as a target that public and private funding of research should amount to three per cent of GNP instead of the current 2.6 per cent (the percentage in Canada is 1.5 per cent of GNP).

The government's papet arose from a large-scale consultation conducted last winter by the Office of Science and Technology Policy, partly in reaction to the first announcement of the Clinton administration which favoured the funding of technology over research. The National Science and Technology Council will oversee the implementation of the plan. ■

COMITÉ DU STATUT DE LA FEMME
APPEL DE CANDIDATURES

Nous sollicitons des candidatures à un poste au Comité du statut de la femme.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en novembre 1994.

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

Mandat
Le mandat poursuit un mandat prenant fin en mai 1996.

DATE LIMITE DES MISES EN CANDIDATURE: LE 4 NOVEMBRE 1994

Méthode de mise en candidature
Il faut envoyer les candidatures à:
M. Mark Sandilands, président
Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Les pièces suivantes doivent accompagner les mises en candidature:
- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste electif de l'ACPPU.

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L'ACPPU exige un comité parlementaire de surveillance du SCRS

LE RÔLE DU SCRS AYANT fait la manchette des médias récemment, le gouvernement fédéral a donc mis sur pied un sous-comité de la sécurité nationale, issu du Comité permanent de la justice et des questions juridiques de la Chambre des communes. Il a pour mandat d'enquêter sur les allégations concernant le service du renseignement de sécurité. Derek Lee, député de Scarborough-Rouge River, dirige le comité.

À la demande du Comité de direction, M^me^ Joyce Lorimer, présidente de l'ACPPU, a écrit à M. Lee et a fortement recommandé que le sous-comité envisage des modifications structurelles en profondeur plutôt que de se limiter à une enquête sur les allégations formulées dans les médias.

M^me^ Lorimer a proposé que le sous-comité songe à recommander la mise sur pied d'un comité parlementaire permanent chargé de surveiller le travail du SCRS.

Dans sa lettre, la présidente a fait remarquer que l'ACPPU participait aux discussions avec les services de sécurité et le gouvernement depuis la fin des années cinquante, qu'elle avait témoigné devant deux commissions royales portant sur la question et qu'elle avait présenté un mémoire au comité du sénat au moment de la création du SCRS en 1984 ainsi qu'au suivi parlementaire de 1989.

Elle a rappelé que l'ACPPU avait appuyé pendant un certain temps la mise sur pied d'un comité permanent de surveillance du travail de tous les organismes de renseignement fédéraux. Elle a ajouté que le Congrès américain avait disposé pendant de nombreuses années de comités de ce genre.

Pour ce faire, selon M^me^ Lorimer, il faudrait modifier l'article de la loi qui traite de la communication de rapports du SCRS et de l'évaluation de ses activités.

Plusieurs autres enquêtes sont en cours. En effet, le Comité de surveillance des activités du renseignement de sécurité se penche présentement sur les allégations des médias. Par ailleurs, David Peel, inspecteur général du SCRS, examine l'emploi d'indicateurs ou de «sources humaines», comme les services de sécurité préfèrent les appeler.

L'ACPPU a écrit aux deux organismes et leur a fortement recommandé d'examiner en profondeur le recours à des indicateurs, une mesure qui peut être particulièrement odieuse sur les campus universitaires. En 1989, l'ACPPU avait remarqué que l'emploi d'indicateurs pouvaient être une forme de surveillance des plus gênantes.

Elle a recommandé, lors du suivi parlementaire, que le Service soit tenu d'obtenir un mandat, si l'on doit recourir à une source humaine à intervalle régulier ou de manière permanente, tout comme dans le cas de la surveillance électronique, de l'interception de correspondance ou d'autres formes de surveillance physique.

L'ACPPU sait pertinemment que les services de police ou de sécurité sont réputés pour compter les juges et choisir les mieux disposés à leur égard lorsqu'ils demandent des mandats. L'ACPPU a proposé diverses mesures de protection dont la nomination d'un avocat de l'extérieur chaque fois qu'une demande est présentée et qui a le pouvoir de s'opposer à un mandat lorsqu'il le juge approprié.

L'ACPPU a en outre formulé des recommandations semblables à la Commission royale McDonald en 1979. Au cours des ans, elle s'est également opposée à la surveillance générale sur les campus tout en reconnaissant le droit des services de police ou de sécurité d'enquêter sur des infractions particulières.

Les activités des services de sécurité sur les campus universitaires sont régies par une entente conclue entre Lester Pearson, lorsqu'il était premier ministre, et Bora Laskin, alors président de l'ACPPU.

En outre, l'ACPPU conseille à ses membres de remettre des lettres aux services de sécurité qui leur demandent des références pour l'obtention d'une habilitation de sécurité plutôt que de se prêter à des entrevues et de risquer d'être mal cités. ■

CAUT wants Parliamentary Committee to Oversee CSIS

RECENT MEDIA DISCussion of the role of CSIS prompted a subcommittee (National Security Sub-committee) of the Standing Committee on Justice and Legal Affairs of the House of Commons to investigate current allegations about the security service. Derek Lee (M.P. for Scarborough-Rouge River) heads the committee.

CAUT President Joyce Lorimer, on the instruction of the Executive, wrote to Mr. Lee urging that the subcommittee consider more profound structural changes rather than simply investigating the allegations in the media.

Professor Lorimer suggested the subcommittee consider recommending the creation of a standing parliamentary committee to oversee the work of CSIS.

The president noted CAUT had been involved in discussions with the security forces and the government since the late fifties, had testified to two royal commissions on the subject, and had made representations to both the Senate committee at the time of the creation of CSIS in 1984 and to the parliamentary review in 1989.

She recalled that CAUT had for some time supported the creation of such a standing committee to oversee the work of all the federal government's intelligence agencies and noted that for many years the American Congress had such committees in place.

A change along these lines, Professor Lorimer said, would require a change in the section of the legislation dealing with the reporting of CSIS and the review of its operations.

There are several other investigations under way. The Security Intelligence Review Committee is reviewing the media allegations. The Inspector-General of CSIS, David Peel, is looking at the use of informers or "human sources," as the security forces prefer to call them.

CAUT has written to both urging a substantive review of the use of informers which CAUT thinks can be particularly repugnant on university campuses. In 1989 CAUT noted that the use of informers can be the most intrusive type of surveillance.

It recommended to the parliamentary review that "...in every case where a particular human source is to be used on a repeated or continuing basis, the Service (should) be required to obtain a warrant in the same way as for electronic, mail-interception or other types of physical surveillance."

CAUT is aware that police or security forces have been known to shop around for sympathetic judges when asking for warrants. The association suggested various safeguards including the appointment of an outside lawyer each time such a request was made with power to oppose the warrant when it seemed appropriate.

CAUT also made similar recommendations to the McDonald Royal Commission in 1979 and has, over the years, opposed the use of general surveillance on the campus while acknowledging the right of the police or the security forces to investigate specific offenses.

The operations of the security forces on the campus are governed by an agreement reached between Lester Pearson when he was prime minister and CAUT when it was headed by Bora Laskin.

CAUT also advises its members, when approached by the security forces for references in regard to security clearances, to give written letters, rather than oral interviews which may be inaccurately reported. ■

National Consortium Lobby Scheduled for November

THE NATIONAL CONsortium of Scientific and Educational Societies — an informal coalition of 25 member and observer organizations representing some 55,000 educators and researchers in various disciplines across Canada — intends to hold its annual Ottawa lobby from Nov. 14 to 18.

The consortium, created in 1976, acts mainly as a forum to exchange information on research and post-secondary education in Canada through monthly meetings. It issues position statements and appears regularly before various committees of the Commons.

This year it is chaired by professor Jean-Georges Langellé, dean of Études avancées et de la recherche, Université du Québec à Hull. Each year, in November, it holds meetings bringing together 70 to 90 researchers, university teachers and federal parliamentarians and government administrators.

The mid-November date is seen as a good time to conduct the lobby as it is anticipated the Secretariat for the Science and Technology Review will have completed its final report by that time.

The Science and Technology Review, established by the federal government last year to assist in the development of a new national science and technology strategy, began holding consultation meetings across Canada in July and will hold its final round-table discussion in Ottawa on Oct. 14.

During the summer a number of consortium member and observer organizations and CAUT presented briefs before the review.

During the lobby sessions, consortium members will make their concerns known to Cabinet members, to members of Parliament representing all political parties, and to senior federal bureaucrats.

Some of the subjects and issues the consortium anticipates raising are established programs financing transfer payments to the provinces, indirect costs, research and health concerns, and training and labour costs. The findings of the Science and Technology Review are also likely to be a subject of discussion.

Last year, the excitement generated by the federal election in the fall curtailed the consortium's lobbying efforts. Before the election was called, however, it sent out a nine-part questionnaire to all political parties represented in the Commons and requested that each party outline its policies regarding financial support for basic research and other post-secondary education issues. ■

Federal Environmental Industry Strategy Announced

A STRATEGY FOR THE Canadian Environmental Industry was launched Sept. 22, by Sheila Copps, Deputy Prime Minister of Canada and Minister of the Environment, and Industry Minister John Manley, linking the federal government's economic and environmental agendas.

The core Strategy will provide a total of $57.5 million ($15 in new funds and the balance to be redirected from existing federal funding) in order to meet three objectives:

- To deliver effective federal government support to the environmental industry.
- To direct available funds topromising projects which will develop and commercialize innovative environmental technologies.
- To improve access to domestic and global market opportunities for Canada's environmental technology companies. ■

SIDA: les É.-U. accordent aux Français la découverte du virus

AGENCE FRANCE-PRESSE
BESTHESDA, ÉTATS-UNIS

LA LONGUE BATAILLE juridique entre l'institut français Louis Pasteur et les Instituts nationaux de la santé (NIH) américains a pris fin hier, les États-Unis reconnaissant officiellement que la découverte du virus du sida revenait aux chercheurs français.

«Le département de la Santé et des Affaires humaines ainsi que le NIH reconnaissent (...) que les chercheurs du NIH utilisaient un virus fourni par l'Institut Pasteur pour mettre au point le test américain du virus HIV», a souligné le directeur du NIH, Harold Varmus, au cours d'une conférence de presse à Besthesda, en banlieue de Washington.

LA FIN DE L'HISTOIRE

Cet aveu de l'administration Clinton «signifie la fin de l'histoire», a commenté de son côté Maxime Schwartz, directeur de l'Institut Pasteur et artisan de ce compromis juridique entre les deux pays.

«Nous avons obtenu ce que nous souhaitions obtenir. La première chose, et la plus importante, c'est que nous avons maintenant une reconnaissance officielle par le gouvernement américain que le virus utilisé était celui envoyé par les Français», a déclaré M. Schwartz à l'AFP.

La querelle «Gallo-Montagnier» — du nom des responsables des équipes américaine et française ayant toutes deux revendiqué la paternité de la découverte — a débuté en 1983, lorsque des chercheurs de l'Institut Pasteur avaient envoyé à leurs collègues du NIH un échantillon du virus du SIDA qu'ils venaient d'isoler en laboratoire.

Malgré le dépôt dès 1983 d'un brevet français auprès de l'administration américaine, l'équipe du professeur Robert Gallo (NIH) avait présenté et obtenu le sien en mai 1984, revendiquant la paternité de la découverte du même virus.

L'initiative américaine avait aussitôt déclenché des protestations de l'Institut Pasteur qui avait engagé en 1985 une action judiciaire contre les Instituts nationaux américains de la Santé. L'affaire avait empoisonné les relations scientifiques entre les deux pays au point de nécessiter l'intervention des responsables politiques.

DROITS ET REDEVANCES

En 1987, le président Ronald Reagan et le premier ministre français Jacques Chirac avaient annoncé un accord visant à mettre fin au différend scientifico-financier, grâce notamment à un partage des droits des brevets sur les tests de dépistage du virus HIV.

Une déclaration du professeur Gallo à une revue scientifique en 1991, reconnaissant avoir utilisé le virus reçu de l'Institut Pasteur pour sa propre recherche, avait relancé les débats jusqu'à la conclusion de ce nouvel accord d'hier.

Avec cet accord, «nous avons obtenu un changement dans la distribution de la redevance. Ce qui est bien normal vu la contribution qui est maintenant reconnue à l'Institut Pasteur», a souligné M. Schwartz.

Si l'on considère les chiffres cumulés, les Américains ont reçu jusqu'à présent 20 millions de dollars et les Français 14 millions de dollars, a indiqué le directeur de l'Institut Pasteur. «Maintenant nous allons avoir une situation inverse. Sur la durée totale du brevet les sommes reçues par les deux parties seront à peu près équivalentes», a-t-il ajouté.

Le nouvel accord, applicable rétroactivement au 1er janvier 1994, prévoit que 50 p. 100 des redevances aillent à l'Institut Pasteur, 25 p. 100 aux Américains et les 25 p. 100 restants à la Fondation mondiale sur le sida. ■

(Reproduit avec la permission de l'Agence France-Presse, La Presse, le 12 juillet 1994.)

U. S. Faculty Strikes Brief but Effective

BY STEVE FINNER
& MAUREEN KILGOUR

FACULTY UNION NEGOtiators for the American Association of University Professors (AAUP) at Wayne State University and Oakland University (Michigan) have reached agreements at both institutions following brief but effective strikes in September. As in Canada, faculty strikes in the United States are not frequent, but are not unknown.

At Wayne State University a two-year contract provides for a 2.0 per cent across the board increase, a 0.5 per cent selective increase, and a 0.5 per cent bonus in the first year, and 2.25 per cent across the board, .75 per cent selective and .5 per cent bonus in the second year. The premium subsidy for medical care for families was increased by $90 per year.

A competitive grant program of $50,000 has been created for allowing release time for untenured women and minority faculty "on whom extraordinary demands [are] placed ...as mentors to students and representatives to ...committees." The settlement also provides that there will be no loss of pay to strikers.

The administration at Wayne State had sought a number of take-backs which were successfully resisted by the chapter. The procedures for revocation of tenure remain essentially unchanged, as do faculty appointments to govetnance committees, and search procedures for department chairs.

At Oakland University, the new three-year contract provides for across-the-board raises of 3.0 per cent, 3.1 per cent and 3.2 per cent (the offer on the table at the start of the strike was 2.8 per cent each year), an 8 per cent increase in the university's share of health care costs, and 3 per cent increase in its share of dental plan costs. There is also increased money available for travel and research.

A joint study committee has been created to establish an intellectual property policy. In the interim faculty own the copyright on material they create and patent arrangements will be individually negotiated.

Another AAUP local chapter, the faculty union at the University of New Hampshire, has recently taken a strike vote, and received a mandate to call a strike. The main issue in the current dispute is money. According the AAUP, the average salary for full professor at UNH is eight per cent less than at similar public institutions, and professors at UNH lag 11 per cent behind their counterparts in the region.

The faculty union at University of New Hampshire began a job action campaign last spring to draw attention to its concerns. This campaign included teach-out days, on which classes were conducted outside, reading days for students and the distribution of posters and flyers.

Although the union has received the authorization for a strike, it has yet to take action. The union now enters another session of mediation with the strike vote in its pocket.

As in many states, strikes are illegal for public employees in New Hampshire. However, the penalties for illegal strikes, which in New Hampshire include ordering strikers back to work, do not prevent public sector employees in many states from taking job action that they feel is necessary to achieve a acceptable agreement. ■

(Steve Finner is Director, Collective Bargaining, AAUP. Maureen Kilgour is a professional officer in the collective bargaining section at CAUT.)

Vista Struggle

A Victory for Free Speech in South Africa

LAST SPRING, AT THE request of the Union of Democratic University Staff Associations (UDUSA), CAUT spearheaded an international protest over the attempts of Vista University to silence one of its lecturers, Frank Wilderson.

For many years the historically black universities in South Africa had been run by all-white and mostly Afrikaner administrations, many of whom were members of the Afrikaner secret society, the Broederbond.

Most of these universities have shed these administrations. Not so Vista University which is a multi-college system designed for urban black students.

Earlier this year, Wilderson, a black member of the academic staff at the Vista campus in Soweto, published an article in the magazine, *Tribute*, under the title "Deans of Destruction" drawing attention in forcible and provocative language to the continued white male Afrikaner control over an *institution* which was virtually 100 per cent black in its student enrolment.

Wilderson was charged under the archaic Conditions of Service with bringing the university into disrepute and was called before a disciplinary hearing. This action was opposed by the UDUSA and Wilderson's own local — the Soweto University Staff Union — on the grounds that the charges contravened the new constitution which guarantees freedom of expression and academic freedom.

This case had the potential for setting an important precedent in South Africa about the right of faculty to criticize their own institution. A complicating factor was that the charge sheet included reference to a dispute between Wilderson and the head of his department.

UDUSA asked CAUT to orchestrate international support. CAUT protested to the Vista administration and requested the members of the International Conference of University Faculty Associations (ICUTO) to do so as well.

The UDUSA Congress in July adopted a position of full support for Wilderson in regard to the issue of freedom of expression and offered to mediate between him and his department head.

On the day of the hearing, a settlement was brokered. Mr. Wilderson withdrew certain allegations about the head, and the head withdrew her testimony for the administration. At this point — already feeling the effects of local and international pressure — the Vista management dropped all charges against Wilderson.

By this time the focus had shifted to mass action. Student boycotts and staff strikes had already broken out at Vista-Mamelodi and Vista-Daveytown in protest against management practices. On the day of the hearing, Vista-Soweto closed to allow busloads of students, faculty and other university workers to accompany Wilderson to Vista headquarrers in Pretoria.

As mediation connnued *with*-in, the Vista management called in the riot police to clear the protestors from the Vista car park. They did so with dogs and batons and arrested more than 50 students and staff.

Although Wilderson had been cleared, the management's collusion with the police provoked a wave of protest through the Vista system. The Soweto campus was closed for two weeks, culminating in three days of marches on the Vista head office and the national Department of Education.

It was widely believed that the Vista management was informed that they could not depend on the support of the ministry, and even the Vista governing council was turning against them. At this point the top management resigned.

UDUSA, in its letter of thanks to its international allies, noted the staff and students at Vista "now face the gigantic task of shaking off the racist legacy of the past and transforming their institution to meet the needs of the new South Africa." ■

New CAUT Office Officially Opened

Inauguration officielle du nouvel immeuble

L'ACPPU A OFFICIELLEMENT INAUguré son nouvel immeuble le 8 septembre. La mairesse d'Ottawa, Jacquelin Holzman, a présidé la cérémonie d'inauguration et a coupé le ruban pour la circonstance. La députée libérale d'Ottawa West, Marlene Carrerall, était également présente et a prononcé une brève allocution. Joyce Lorimer, présidente de l'ACPPU, a présenté les invités.

Après la cérémonie, environ 140 invités ont visité l'immeuble. Ils représentaient le gouvernement fédéral, diverses entreprises et associations professionnelles ayant des rapports avec l'ACPPU, des associations locales de professeurs et des membres des familles du personnel de l'ACPPU.

L'inauguration officielle coïncidait avec la tenue de la réunion de septembre du Comité de direction de l'ACPPU qui s'est réuni pour la première fois dans la salle de réunion du nouvel édifice le lendemain et le surlendemain.

Des mesures sont prises présentement pour assurer le transport des délégués au nouvel édifice à l'occasion d'une réception qui y sera donnée le vendredi soir, au moment de l'assemblée de novembre. ■

CAUT'S NEW OFFICE BUILDING WAS officially opened on Sept. 8. The occasion was marked by a formal ribbon-cutting ceremony conducted by Ottawa Mayor Jacquelin Holzman. Marlene Catterall, Liberal MP for Ottawa West, was also on hand to say a few words. The guests were introduced by CAUT President, Joyce Lorimer.

The ceremony was followed by an open-house attended by about 140 guests including representatives from the federal government, various business and association contacts, local area faculty association representatives and family members of the CAUT staff.

The occasion was timed to coincide with the September meeting of the CAUT Executive Committee, which met for the first time in the meeting room at the new headquarters on the following two days.

Plans are being arranged to transport Council delegates to the office for a reception on the Friday evening of the November Council. ■

Coalition Meets Minister for Science

A DELEGATION FROM the Coalition for Post-secondary Education met with Jon Gerrard, Minister of State for Science, Research and Development on Sept. 20 to discuss the science policy consultation which the federal government has been conducting during the summer and early fall.

The minister indicated he was pleased with the progress of the consultation to date and that he hoped a viable and rationally coherent research and development policy would emerge. He was planning to have the secretariat produce a draft plan after the last of the regional meetings in this process for discussion at the final national meeting in Ottawa in the middle of October.

There were also interdepartmental discussions about the proposed policy going on at the same time. The final stop before going to cabinet would be the National Advisory Board on Science and Technology. The minister expected the plan would rally support across the country and would be a key document in the ongoing discussions of the government's priorities.

He indicated the new research policy would probably not involve new money and underlined the financial difficulties of the government faced with higher than expected interest rates and high unemployment.

The delegation pointed out that the Liberal Party had promised $500 million in new money over five years, and Gerrard said he thought the government would reach the figure set out for the first year of the policy.

The delegation also reminded the minister of the government's commitments to stable and long-term funding for the federal granting councils.

He said the government recognized the high quality of basic research in Canada. It believed there was a problem in the application and use of this research which it wished to see corrected. The government was nevertheless committed to the support of university research.

There then followed a discussion of transfer payments for post-secondary education. The minister said that the government would be announcing its plans at the beginning of October and that he expected there would be intensive consultations about the measures involved, including the convening of a parliamentary committee. Gerrard said his department was aware of the potential impact of EPF cuts on the ability of the universities to continue to do high quality research.

Traditionally the federal government has argued the reason why it does not pay the overhead costs of research, as is done in the United States, is because the transfer payments constitute the federal contribution. If the transfers are to be eliminated, then it follows the federal government should reconsider this position.

The delegation pointed out that, if the government decided to reallocate some of the EPF funds to direct programs, the university community would expect that the levels of expenditure would be maintained. It was noted that CAUT had already made suggestions to the government about such a program of expenditure which would involve a variety of student aid, research and other support activities.

The minister indicated that the more support there was for such an approach, the more likely it was that the key ministers would listen.

The Coalition for Post-secondary Education is made up of unions of those who work for universities and community colleges and of students.

The members are CAUT, Canadian Union of Public Employees (CUPE), National Union of Public and General Employees (NUPGE), Canadian Union of Educational Workers (CUEW), College Institute Educators Association of B.C. (CIEA-BC), Alberta College-Institute Faculties Association (ACIFA), Confederation of Ontario University Staff Associations (COUSA), and the Canadian Federation of Students (CFS). ■

Consultations sur le développement de la science et de la technologie

Rencontre régionale de Montréal

PAR ROBERT LÈGER

L'ATELIER SUR LA *Nouvelle frontière de la Science* a recommandé «que le gouvernement se dote d'un organisme conseil en matière de science et technologie». Et le ministre fédéral de l'Industrie, John Manley, a dit retenir l'idée au premier chef.

Dans son discours d'ouverture, le secrétaire d'État aux Sciences, à la Recherche et au Développement, Jon Gerrard, a mentionné la nécessité de réduire le déficit fédéral. Et au niveau des coupures possibles, plusieurs personnes ont parlé de limiter encore les laboratoires fédéraux. Ainsi j'ai entendu un groupe suggérer que ces laboraroires ne fassent plus de recherche fondamentale *libre*, et que celle-ci soit laissée aux universités. Par contre, je n'ai pas entendu d'attaques sur la recherche dans les universités ou sur le financement des Conseils subventionnaires de recherche.

L'Atelier sur l'*Autoroute de l'informatique* a discuté de «consolidation du réseau des chercheurs et des institutions d'enseignement». J'ai participé à l'Atelier dont le thème était de *Renforcer la culture de la science au Canada*. Le groupe avait une attitude favorable face aux universités et était d'accord pour «Consolidet ce qui marche au fédéral...» en particulier sur la poursuite du financement des Conseils subventionnaires de recherche.

La participation de l'ACPPU à de telles rencontres est perçue par l'organisation comme nécessaire. Le directeur général, Donald C. Savage, a participé à la réunion régionale de Toronto (29 et 30 septembre) et la présidente, Joyce Lorimer, assistera à la rencontre nationale du 12 octobre à Ottawa. ■

(Robert Léger est agent des relations avec les gouvernements à l'ACPPU)

CAUT STATUS OF WOMEN COMMITTEE
CALL FOR NOMINATIONS

Nominations are sought for an election to fill a vacancy on the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The election will take place at the CAUT Council meeting in Ottawa in November 1994.

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

Term of Office
Term of office is for the balance of a term ending May, 1996.

Nomination Procedure
Nominations should be sent to:
Professor Mark Sandilands
Person Chairing
Elections and Resolutions Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 8K2

They should include:
- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form".

NOMINATION DEADLINE: NOVEMBER 4, 1994

Barbarism in the Academy

BY GLORIA SAMPSON

PRÉCIS

Les actes sexistes, racistes et ethnocentriques ne sont pas rationnels. Ils sont le fruit d'habitudes ou de dispositions inconscientes. Drakich, Taylor et Bankier nous éclairent sur la question dans leur article intitulé «Academic Freedom in the Inclusive University». Toutefois, la solution légaliste qu'elles proposent pour régler le problème des préjugés à l'université ne découle pas de son diagnostique. Les dispositions naissant chez les gens à la suite d'une adaptation inconsciente aux normes de la collectivité, seule l'opinion publique peut les modifier. Le milieu universitaire apprécie la réflexion, l'intellectualisme et la justice. Les personnes qui n'ont pas intériorisé ces normes sont barbares. Le fait qu'elles défendent avec intellectualisme leur comportement préjudiciable prouve qu'elles n'ont pas ce «tact» que les personnes oeuvrant dans une communauté universitaire acquièrent normalement. Si des universitaires des deux sexes, de toutes les races et groupes ethniques expriment collectivement et unanimement leur répugnance à l'égard de pratiques d'exclusion, ils pourront amener les barbares se trouvant parmi eux à s'adapter à leur milieu avec plus d'indulgence.

SEXIST, RACIST AND ethnocentric acts are not rational. They are the product of habits or dispositions in the offenders. Drakich, Taylor and Bankier provide us with this important insight in their position paper "Academic Freedom is the Inclusive University."

Culture is the source of traditional ways and beliefs which are unconsciously internalized by individuals as they see them modelled and expressed by others in their milieu. Because ways and beliefs are nonconscious, offending behaviours arising from them are not the result of individual volition and rationality can have no impact upon them.

This fact is demonstrated in Drakich, Taylor and Bankier's description of an argument between a white male professor and a black female administrator. Each has internalized norms modelled by others in their respective environments and each interprets the act of upsetting students in a classroom differently.

The white male professor states that the meaning of the act is to prepare students to think analytically and critically. The black administrator believes the meaning of the act is to perpetuate the exclusion of traditionally disadvantaged groups from the university.

The founders of psychology, anthropology, linguistics and sociology — Freud, Malinowski, de Saussure, Veblen and Durkheim — viewed culture as a system of signs that must be decoded and interpreted to yield insights concerning the underlying social and individual consciousness. The act of deliberately upsetting certain categories of students is a sign, and there is disagreement over its meaning.

Other signs mentioned by Drakich, Taylor and Bankier include jokes about virgins and demeaning racist comments. All these signs are found in the university classroom. Drakich, Taylor and Bankier interpret these signs correctly, I think, as signifying scorn and derision by those who use them against women and members of minority groups.

Given the aims of the university community — to develop the intellect, to promote reflection, to introduce students to the great traditions in the humanities, the arts, the sciences and technology — comments about people's sexual lives or personal attributes seem irrelevant to, if not incompatible with, such aims.

I would like to suggest that in the context of the academic community we use the term "barbarism" to characterize the offending attitudes and acts.

The concept of barbarism can help us understand why some highly educated, rational men behave in such prejudicial ways towards women and minority groups and why both men and women cognitively qualified to work in what is regarded as the paradigmatically civilized institution in our society behave in ways that clearly do not represent the ideal norms of a civilization that, from the time of the ancient Greeks, espoused virtues, such as goodness, love and justice.

Such men and women have not internalized the norms appropriate to functioning in the university community. This claim is supported by the fact that such persons rationalize their barbaric acts, rather than regret them.

Drakich, Taylor and Bankier's remedy for barbarism rests upon a legal base — the concept of academic freedom. A remedy with a legal foundation cannot, however, cure an ill whose cause lies in a culturally acquired nonconscious predisposition.

One component of this predisposition of sexist males and racists of either sex is the unwillingness to examine the self. Reflection upon the self is not merely a personal or psychological task, but an eminently social one.

As Emile Durkheim pointed out in *Professional Ethics and Civic Morals* (London: Routledge, 1957, p. 89), "... a democracy may, then, appear as the political system by which the society can achieve a consciousness of itself in its purest form. The more that deliberation and reflection and a critical spirit play a considerable part in the course of public affairs, the more democratic the nation. It is the less democratic when lack of consciousness, uncharted custom, the obscure sentiments and prejudices that evade investigation predominate."

Durkheim's concept of democracy as being a process of ever increasing reflection suggests that policing the academic community will not solve the problem of sexist, racist and ethnocentric attitudes and behaviours on the part of some of its members. Indeed legal remedies are likely to drive the "obscure sentiments and prejudices" into new, more difficult to monitor channels.

If Durkheim's conception of consciousness is to become a cultural, social and political force in a democracy, it must be embedded in a theory of human nature. We need a theory that is specific enough to be applicable to members of the academic community.

The seeds for a relevant theory may be found in the work of scholars in the human sciences. For example, the philosopher Hans-Georg Gadamer has pointed out that the process of becoming a scholar takes place in a community of scholars and results in each scholar developing a faculty, called "tact," that is required for effective work in the discipline.

Tact consists of forms of judgment and modes of knowledge, most of which are nonconscious. In *Truth and Method* (New York: Crossroad, 1989, p. 16), Gadamer states: "By tact we understand a special sensitivity and sensitiveness to situations and how to behave in them, for which knowledge from general principles does not suffice. Hence an essential part of tact is that it is tacit and unformulable."

Tact is not just a feeling or intuition, but is a mode of knowing and, indeed, a mode of being. Tact stands along with a faculty Gadamer calls "sensus communis," best translated as sense-of-community. This sense-of-community gives a group its direction, its will. A community's sensus communis takes shape in the words and deeds of its members.

The fact that there is little criminality or other misbehaviour in the academic community is, in part, due to the mediating and formative role of the disciplines in which academics engage. Whether it involves analyzing philosophical works, explicating poems, researching scientific hypotheses, or creating new technologies, academics normally find themselves disciplined by the canons of method that have developed in each discipline.

Each discipline-specific array of methods for investigating the objects of interest (novels, chemical reactions, cells, etc.) in the discipline is internalized by academics and helps to form habits and predispositions that are nonconscious, but that can also be brought up for reflection.

Barbarians in academia appear to be unwilling to reflect on their practices in the classroom in the same dispassionate way that they would reflect on their practices in dealing with, say, a literary work or a scientific problem.

Because public opinion is the original source of the nonconscious adaptations that are sexist, racist and ethnocentric in academics, it must be public opinion again that acts today to motivate other more benign adaptations.

The nonconscious dispositions of barbarians arise from many different factors operative during the process of enculturation. Public opinion, functioning as a deterrent to exclusionary attitudes and behaviours in the academy will, therefore, need to operate in many different ways.

Public opinion can manifest itself as individuals expressing their disgust personally to an offending individual, tenure and promotion committees commenting negatively on prejudicial behaviours in their letters of evaluation, the use of mediators to effect change in specific individuals, and denial of tenure or removal from a university position.

As these examples show, public opinion does not exclude the use of legal means. The main remedy proposed here, public opinion, does not, however, rest on legalistic processes.

The nature of the remedy proposed here also permits us to recast our view of what is happening in the inclusive university. From the perspective offered by Emile Durkheim, we are pushing ourselves towards a higher level of democracy through an increase of consciousness in our academic community, and, indeed, in our society as a whole.

"Obscure sentiments" that went unnoticed among professors before are now the objects of scrutiny. Especially noteworthy is the fact that responsibility for a democratic consciousness rests upon us all. Consciousness confined to women and minority groups alone cannot sustain democracy.

Drakich, Taylor and Bankier's grounding of prejudicial behaviours in habits and dispositions helps us understand that our academic community needs to be infused with greater self-reflection. Legalistic solutions to the problem of prejudice cannot and will not change habits and predispositions.

As Stjepan Mestrowic has observed in *The Barbarian Temperament* (London: Routledge, 1993, p. 247), "modernist views of social order reduce society to the role of policeman, and everyone knows that police tactics cannot maintain genuine, peaceful social order day in and day out."

Drakich, Taylor and Bankier have provided us with a foundation for reflection upon the problem of prejudice in the academy. The characterization of offending attitudes, speech and actions as barbaric points us toward a solution.

Academics of both sexes and all races and ethnicities can work together to combat barbarism, ensuring that the opponents of exclusionary practices are not fragmented into numerically insignificant, ineffectual groups. An offending academic seemingly harassed by legal experts not affiliated with the university community might be the recipient of compassion by other academics.

A barbarian will not be pitied and will find it easier to develop new habits and dispositions that are adaptations to a culture that prizes reflection, the intellect and justice. ■

(Gloria Sampson is an associate professor in the Faculty of Education at Simon Fraser University where she specializes in applied linguistics and the analysis of the registers of English used in mathematics and science teaching.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the **Bulletin** are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the **Bulletin** with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT **Bulletin** may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the **Bulletin** accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom of universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'ori-gine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le **Bulletin** soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'éta-blissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du **Bulletin** une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le **Bulletin** de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le **Bulletin** accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la si-tuation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202) 737-5900.

ACCOUNT RESEARCH & EDUCATION

UNIVERSITY OF MANITOBA - Applications are invited for the position of Director of the Centre for Accounting Research and Education. The Centre was established recently to provide support for basic and applied research in accounting and for the development of accounting education programs. The Director will be a recognized scholar with a PhD who brings a proven track record in teaching and research and who is capable of providing leadership in the area of accounting. The Director will be appointed in a tenure-track position at the rank of Associate Professor/Professor in the Department of Accounting and Finance. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Preferred appointment date is July 1, 1995. Applications must include a full curriculum vitae. Direct all applications to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is December 1, 1994.

ACCOUNTING

SAINT MARY'S UNIVERSITY - The Department of Accounting, Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1995 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. FAX (902)420-5119. Closing date February 1, 1995.

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Business invites applications for two tenure track positions in Financial Accounting. One of those positions requires competency in accounting information systems. Rank & Salary will be commensurate with qualifications and experience. Qualifications required include the PhD or equivalent. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send C.V. and the names and addresses of three referees to: Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, P.O. Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

AGRICULTURAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Agricultural Sciences, Animal Nutrition: Assistant Professor, tenure track position. The Department of Animal Science seeks PhD applicants demonstrating outstanding research abilities and a genuine interest in teaching undergraduate and graduate students. The successful applicant will be expected to develop an independent research program in nutrition involving graduate student training, with emphasis on avian species. Applicants with post-graduate training in biochemistry, cell biology or biotechnology will be preferred. The Department has well-equipped analytical laboratories and experimental animal facilities located on campus. Opportunities for collaborative teaching and research exist with colleagues in Food Science and Human Nutrition. Applicants should submit a curriculum vitae, names and addresses of three referees, copies of representative publications and a description of current scholarly interests to: Dr. J.R. Thompson, Head, Department of Animal Science, The University of British Columbia, #248, 2357 Main Mall, Vancouver, B.C. V6T 1Z4 Canada; Phone: (604)822-2794; FAX (604)822-4400; e-mail: jrthomp@unixg.ubc.ca. **Human Nutrition:** Assistant Professor, tenure track position. PhD in Nutritional Sciences or a related discipline required; expertise in vitamin or mineral metabolism preferred. Demonstrated ability and interest in high quality teaching and excellence and independence in research will be major criteria in selection. The successful candidate will be expected to teach both undergraduate and graduate-level courses in nutritional sciences; to supervise graduate students; and to develop an active and independent research program. The Division of Human Nutrition has a focus on applied human nutrition. Undergraduate programs are offered in nutritional sciences and in dietetics, as well as graduate programs in human nutrition leading to the M.Sc. and PhD degrees. The program is housed in a modern building with excellent facilities. Opportunities exist for collaborative teaching and research with colleagues in Animal Science and Food Science. Applicants should submit a curriculum vitae, names and addresses of three referees, copies of representative publications, and a description of current scholarly interests to: Dr. Margaret Arcus, Director, School of Family and Nutritional Sciences, The University of British Columbia, 2205 East Mall, Vancouver, B.C. V6T 1Z4 Canada; Phone: (604)822-6518; FAX. (604)822-5143; e-mail: arcus@unixg.ubc.ca. **Food Science:** Assistant Professor, tenure track position. Applicants should possess a PhD in Food Science; post-doctoral experience would be an asset. The successful candidate will be expected to develop a research program in the area of Food Chemistry, with emphasis on the quality attributes of foods. Teaching duties will include undergraduate food chemistry and quality assessment courses, specialized graduate courses relevant to food chemistry, and the supervision of graduate students. Applicants should submit a curriculum vitae, names and addresses of three referees, copies of representative publications and a description of current scholarly interests to: Dr. John Vanderstoep, Acting Head, Department of Food Science, The University of British Columbia, 6650 Northwest Marine Drive, Vancouver, B.C. V6T 1Z4 Canada; Phone: (604)822-5737, FAX: (604)822-3959, e-mail: jvds@unixg.ubc.ca. The closing date for all three applications is October 31, 1994 or until a suitable candidate is found. The anticipated starting date is July 1, 1995. Preliminary inquiries are encouraged by contacting the appropriate head or director. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Appointments may be considered at a higher rank for women with exceptional qualifications. These positions are subject to final budgetary approval.

ANTHROPOLOGY

McGILL UNIVERSITY - Department of Anthropology. Applications are invited for a full-time tenure-track appointment at the Assistant Professor level (basa C$40,980 per annum), starting 1 September 1995. The position is subject to budgetary approval. Applicants should have the PhD and a record of ongoing empirical/ethnographic research concerned with significant theoretical issues in the political economy of development. Duties include the teaching of four (one graduate and three undergraduate) one-semester courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada (please indicate citizenship status). McGill University is committed to equity in employment. Please send a CV, description of research interests, names and addresses of three referees, and a sample of recent writing to Professor Donald Attwood, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Please provide phone number and, if possible, E-mail address or fax number. Applications received by 1 December 1994 will be assured of consideration. However, applications will be considered until the position is filled.

BIOLOGY

WILFRID LAURIER UNIVERSITY - Department of Biology. The Department invites applications for a tenure-track appointment starting on July 1, 1995. Applicants must have completed a PhD (post-doctoral experience will be an asset) and will be expected to develop an externally funded research program. We are looking for an individual with research interests at the organismal level, preferably in a botanical area. Teaching responsibility will be primarily in the introductory biology course. In addition the appointee will teach a senior course in an area of organismal biology. The department strives for excellence in undergraduate education and emphasizes the traditional areas of anatomy, physiology, and taxonomy. Field work is an essential component of a number of our senior courses. Applications with a full curriculum vitae and the names and addresses of three referees should be forwarded to the undersigned on or before October 31, 1994. In accordance with Canadian Immigration Policy, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity poli-

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains a center in Cassis, France for the benefit of scholars and creative artists who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist's studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester (early September to mid-December or mid-January to May 31), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave from their institutions; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is March 1
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For informational brochure and application form write to:

The Camargo Foundation
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Address/Adresse _____

City/Ville _____ Province _____ Code _____

cies and encourages applications from all qualified women and men, including visible minorities and people with disabilities. Dr. Devid Peirson, Chair, Department of Biology, Wilfrid Launer University, Waterloo, ON N2L 3C5 Canada; Telephone: (519)884-1970 ext. 2850; FAX: (519)886-9351.

BUSINESS

UNIVERSITY OF MANITOBA - Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with three or more positions in accounting and one or more in finance. In the finance positions we are looking for candidates trained in one or more of the following areas: investment theory, corporation finance, or risk management. In the accounting positions we are looking for candidates trained in one or more of the following areas: financial accounting managenal accounting, auditing, tex, or information systems. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting apoointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and greduete levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open: July 1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides e smoke-free environmenl, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applicetions should be sent to: Dr. Lawrence L. Gould, Head, Department of Accounting and Finance, University of Manitobe, Winnipeg, Manitoba R3T 5V4. Application deadline is December 1, 1994.

UNIVERSITY OF WESTERN ONTARIO - Dean, Western Business School. The Western Business School et The University of Western Ontario provides a world-class general management education to potentiel senior managers, and has an established track record of excellence in teaching, research and executive development. The School offers an Honors Bachelor of Arts in Business Administration with a limited enrolment of 300, a Masters degree with a limited enrolment of 400, an Executive MBA degree with an enrolment of 100, and e PhD degree with an enrolment of 40. There are 57 full-time continuing faculty members, 11 limited-term faculty, and 63 support staff. An Advisory Committee of 48 senior executives drawn from Canada and the USA work with the Dean and three Associate Deans to manage all aspects of the School's development. Potential candidates for Dean should possess an established reputation in teaching, research, and administration, as well as the necessary interpersonal skills to provide leadership for the on-going development of programs in the School. Alternatively, a viable candidate would have an outstanding record of leadership as a senior executive, together with extensive knowledge of the challenges facing a leading, globally oriented school of business. The seven-year appointment is expected to be effective July 1, 1995 and is renewalbe. Nominations and applications should be submitted immediately to Professor T.J. Colins, Provost & Vice-President (Academic), Room 107, Stevenson-Lawon Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitee and the names of at least three referees. The closing date for applications is December 1, 1994. Positions are subject to budget approval. In accordanca with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA - The Department of Chemistry, of The University of British Columbia, is seeking to fill 2 tenure-track openings at the assistant professor level starting 1 July 1995: (1) an appointment in the area of physical chemistry and, (2) an open appointment in any area of chemical sciences. Both positions require a PhD degree, postdoctoral experience preferebly, and e proven research track record. The successful candidates will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurete with experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The positions are subject to final budgetary approvel end, in eccordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens end permanent residents. Applications should consist of e curriculum vitae, list ot publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application and letters ot reference to be sent directly to: Professor M.W. Blades, Chairperson, Future Appointments Committee, The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1. Closing date for applications is December 1, 1994.

UNIVERSITY OF ALBERTA - Department of Chemistry. A research associate position is available immediately in the laboratory of Professor David Bundle for protein engineering studies on glycosyltransferases. The successful applicant must have the experience, maturity and communication skills to set-up a molecular biology capability in a large, multidisciplinary glycobiology research group (Professors Bundle, Hindsgaul and Palcic) within the Chemistry Department. The initial objectives will be to identify and exploit the most suitable expression systems for these mammalian enzymes in order to facilitate protein engineering studies, three dimensional structure studies, chemo-enzymic synthesis, and inhibitor design. The position is initially funded for up to 3 years and subject to progress, would be renewable by application for competitive funding. Minimum qualifications are a PhD and preferably relevant postdoctoral experience. Salary will be commensurate with experience within the range $28,000-$38,000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. The closing date for applications is 31 October 1994. Contact Professor D.R. Bundle, Dept. of Chemistry, University of Alberta, Edmonton, AB T6G 2G2. Tel: 403-492-8808, fax: 403-492-8231, e-mail: bundle@glycol.chem.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

CLASSICAL STUDIES

UNIVERSITY OF OTTAWA - The Department of Classical Studies of the University of Ottawa announces the opening of a full-time, tenure-track position, starting July 1st 1995, in Greek Studies at the level of Assistant Professor. A PhD in the field is required with the ability to teach courses in both Greek and Latin. The successful candidate should have a strong

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UNIVERSITE BISHOP'S UNIVERSITY

PRINCIPAL
BISHOP'S UNIVERSITY

Bishop's University invites applications and nominations for the position of Principal and Vice-Chancellor.

The Principal is the chief executive officer of the university, an ex-officio member ot the governing body (the Corporation) and Chair of Senate. The successful candidate will possess appropriate academic credentials, extensive administrative experience and a thorough grasp ot contemporary issues in post-secondary education in the Context of Quebec. Also essential will be the ability to communicate effectively in English and French with taculty, students, staff, alumni, government and the surrounding community.

Founded in 1843, Bishop's is an institution where the language ot instruction is predominantly English, situated on a campus ot 550 acres in Lennoxville, 160 km east ot Montreal in the Eastern Townships of Quebec. All buildings and tacilities have recently undergone extensive renovation and restoration. The university in the Liberal Arts tradition strives for sound teaching and learning enhanced by solid research and scholarship. The taculty and undergraduate programs are divided into four divisions; (Business Administration; Humanities; Natural Sciences and Mathematics; Social Sciences). There is also a Graduate School of Education. There are about 1950 tull-time students and 600 part-time students.

The five-year term of office begins July 1, 1995 and is renewable. The incumbent is not standing tor a further term.

Applications and nominations should include a recent curriculum vitae as well as a briet statement ot the qualifications and specific achievements that merit consideration ot the individual. All documents will be treated confidentially and should be addressed to:

The Chair, Search Committee for the Principal
Office of the Principal, Faculty Box 104
Bishop's University
Lennoxville, Quebec
J1M 1Z7

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR

LEDDY LIBRARY
HEAD, ACCESS SERVICES

The Leddy Library, University of Windsor, invites applications for the position of Head, Access Services to start as early as February 1, 1995. This position is subject to budgetary approval and it will be filled at the rank of Librarian II or III, depending on experience and qualifications. Initial appointment as Department Head is for 5 years, renewable.

The successful candidate will report to the Associate Librarian - Public Services and will be responsible for the management and leadership of the Access Services Department which includes 8 full-time and 44 part-time staff. The functions of the department are circulation, stacks maintenance, reserves, compact storage system, photoduplication, microforms and audio-visuals control. The Head of Access Services participates in the management of the library through membership on the Management Committee.

Applicants must have an MLS degree (or equivalent qualification) from an accredited library school, a minimum of five years relevant library experience with demonstrated supervisory and administrative skills, commitment to quality public service, excellent communication and interpersonal skills and a strong understanding and practical knowledge of current library technology and automation. Experience with an automated library system is essential. The position has excellent academic benefits, including eligibility for sabbatical and study leaves.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Consideration of applications will begin **November 30, 1994.** Please send curriculum vitae and the names of three referees to:

Ms. G. Ebbett
University Librarian
University of Windsor
Windsor, Ontario, N9B 3P4

The University of Auckland
New Zealand

Lectureships/Senior Lectureships in Bachelor of Technology Programme

The Bachelor of Technology has recently been introduced at The University of Auckland as a four-year, interfaculty, honours-level degree designed to prepare students for employment or research in international technology areas of high priority and growth potential. Applicants should hold a doctoral degree and have a strong research record. The following positions are offered to support the on-going development of these programmes

Lectureship/Senior Lectureship in Biotechnology

School of Biological Sciences

Vacancy UAC.466

The School seeks to strengthen existing programmes in Biochemistry and Cellular and Molecular Biology through the appointment of a Microbial Physiologist with experience in large scale fermentation. The appointee will coordinate the School's contribution to the BTech (Biotechnology) degree programme and take an active role in the establishment of a new fermentation facility for teaching and research

Lectureship/Senior Lectureship in Materials

Department of Chemistry

Vacancy UAC.495

Persons with experience in any recently emergent field of materials chemistry including new polymers, semiconductors, optical materials, catalysts, etc are encouraged to apply. The University has a wide range of instrumentation (NMR, Raman, FT IR, XPS/Auger, DSC, TGA etc) relevant to materials chemistry. Teaching duties will be to contribute to the development of new papers and to teach existing papers within the BTech (Materials) programme. The person appointed will be expected to initiate research programmes and to supervise undergraduate and graduate student research in materials chemistry

Lectureship in Biomedical Sciences

Department of Pathology

Vacancy UAC.496

A Lecturer is required to expand teaching and research capabilities in biomedical sciences, particularly in the area of mechanisms of disease. The successful applicant will join an existing research group in the section of Oncology within the Department of Pathology and will play a major role in the teaching of the BTech (Biomedical Science) course in the School of Medicine

Lectureship in Optoelectronics

Limited Term 3 Years, Department of Physics

Vacancy UAC.497

A Lecturer is required to expand teaching and research capabilities in the area of Optoelectronics. The successful applicant will join the existing research group in the Applied Optics Research Centre (AOC) and will have the responsibility of helping to develop new courses and to supervise research in Optoelectronics. The AOC group is linked with a strong theoretical group of quantum optics and with the communications group in the Electrical and Electronic Engineering Department.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum (Lecturers), NZ$53,000 - NZ$68,000 per annum (Senior Lecturers)

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by **1 November 1994.**

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

enough record of research to be admitted to the School of Graduate Studies. The University of Ottawa is a bilingual University committed to instruction in both official languages. Given the needs of the programs, active bilingualism is a condition of hiring. In compliance with Canadian immigration laws, this position is offered to Canadian citizens, landed immigrants and foreign applicants. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. Applications, including a curriculum vitae and the letters of 3 referees, should be sent before the 1st of January 1995 to: Dr. Denis Brearley, Chairman, Department of Classical Studies, University of Ottawa, B.P. 450, Station A, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITÉ D'OTTAWA - La Département des Études anciennes de l'Université d'Ottawe sollicite des candidatures pour un poste de professeur(e) adjoint(e) en Etudes grecques menant à la permanence à partir du 1er juillet 1995. Les candidat(e)s possédant un diplôme d'études anciennes et seront capables d'enseigner les cours de grec et de latin. Un dossier de publications qui permet d'être admis(e) à l'Ecole des Etudes supéneures et de la Recherche da l'Université est souhaitable. L'Université d'Ottawa est une université bilingue. Comple tenu das besoins des programmes, le bilinguisma actif est une condition d'embauche. L'Université applique une politique d'équité en matière d'emploi et invite particulièrement les femmes à présenter leurs candidatures. Le traitement et le charge de travail seront en conformité avec le convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyen(ne)s canadiens, aux résidant(e)s permanents ansi qu'aux aîtengers. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation, avant le 1er janvier 1995, à: Monsieur Denis Brearley, Directeur, Département des Etudes anciennes, Université d'Ottawa, B.P. 450, succursale A, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF OTTAWA - The Department of Classical Studies of the University of Ottawa announces the opening of a full-time, tenure-track position, starting July 1st 1995, in Roman Studies at the level of Associate Professor. PhD in the field is required. It is essential for the successful candidate to have a strong enough record of research to be admitted to the School of Graduate Studies. The University of Ottawa is a bilingual University committed to instruction in both official languages. Given the needs of the programs, active bilingualism is a condition of hiring. In compliance with Canadian immigration laws, this position is offered to Canadian citizens, and landed immigrants. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications by women. Applications, including a curriculum vitae and the letters of 3 referees, should be sent before the 1st of January 1995 to: Dr. Denis Brearley, Chairman, Department of Classical Studies, University of Ottawa, B.P. 450, Station A, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITÉ D'OTTAWA - La Département des Études anciennes de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) agrégé(e) en Etudes romaines menant à la permanence à partir du 1er juillet 1995. Le candidat(e)s posséderont un doctorat en Etudes anciennes. Un dossier de publications qui permet d'être admis(e) à l'Ecole des Etudes supénieures et de la Recherche de l'Université est indispensable. L'Université d'Ottawa est une université bilingue. Comple tenu des besoins des programmes, le bilinguisme actif est une condition d'embauche. L'Université applique une politique d'équité en mellère d'emploi et invite particulièrament les femmes à présenter leurs candidatures. Le traitement et ta charge de travail seront en conformité avec la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'edresse aux citoyen(ne)s canadiens et aux résident(e)s permanents. Prière d'adresser sa fettre de candidature, son curriculum vitae et trois lattres de recommendation, avant le 1er janvier 1995, à: Monsieur Denis Brarley, Directeur, Département des Etudes anciennes, Université d'Ottawa, B.P. 450, succursale A, Ottawa, Ontario, Canada K1N 6N5.

CLASSICS

UNIVERSITY OF BRITISH COLUMBIA - The Department of Classics invites applications for a tenure track position at the level of Assistant Professor in the field of Ancient History, preferably Social History, beginning July 1, 1995. The successful applicant must have a completed PhD or evidence of imminent completion, be competent to teach both Greek and Latin, and show a clear promise of excellence in teaching and research. A willingness to contribute to the Departmental archaeology programme and/or to teach a course in Classical myth and religion will be considered an asset. Salary commensurate with qualifications and experience. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to Anthony A. Barrett, Department of Clessics, University of British Columbia, Vancouver, BC V6T 1Z1. The deadline for the receipt of applications is December 5, 1994. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

COMPUTER SCIENCE

YORK UNIVERSITY. Faculty of Pure and Applied Science. Department of Computer Science. Applications are invited for tenure-track positions at the assistant professor level. The Department plans to develop its overall faculty strengths and hes particular interest in computer and software systems, computer networks, parallel algorithms and architecture, programming languages, databases; but excellent candidates from other areas are encouraged to apply, as well. Applicants should have a recent PhD in Computer Science and demonstrate clear potential for excellence in research and teaching, at both the graduate and undergraduate levels. The Department of Computer Science at York now numbers more than 25 faculty members, and has recently moved to a expanded facility in the new Chemistry and Computer Science Building. York University is the third largest university in Canada. It is located in metropolitan Toronto, and is within easy reach of downtown Toronto. Applications, with CV and the names of four references should be sent to: Patrick Dymond, Department of Computer Science, CSB 126, Faculty of Pure and Appliad Science, York University, North York, Onl. M3J 1P3. Applications should be received by December 15, 1994, although late applications received before January 31, 1995 may also be considered if positions are still available. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These appointments are subject to availability of funds.

ATHABASCA UNIVERSITY is recruiting a tenure-track Assistant Professor in Computing and Information Systems for January, 1995. Athabasca University is Canada's leading open University and delivers education at a distance to over 12,000 students. It offers a Major in Information Systems, a Certificate in Information Systems, and is planning to open a B.Sc. in Computing and Information Systems in January, 1995. It is currently conducting a feasibility study of a Masters in Information Systems and Technology. Most of the courses are delivered to the students' homes or workplace using a combination of computer mediated communication and printed materials. The University is expanding into multimedia delivery. Some courses are offered in a lecture setting. The successful candidate will be responsible for managing the development and delivery of courses in C,C++, database management systems, systems analysis and design, and perhaps geomatics. A PhD in Computer Science, Information Systems, or a related discipline, applied experience in computer applications, interest/experience in computer based education and distance delivery is a requirement for this position. An M.Sc. in Computer Science with considerable experience may be considered. Computing Environment: The University is heavily computerized with most academic work occurring on MS-DOS/MS-Windows and UNIX. MACs are supported to a lesser extent. Networking is mostly TCP-IP based with some other LANs for student laboratories. The University has open access to INTERNET for staff and students. Athabasca University is located on the south bank of the Athabasca River, 130 kilometres north of Edmonton. The Town is the geographic centre of the province and is surrounded by forest, lakes, and farmland. Athabasca University develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a full curriculum vitae with names, telephone numbers and addresses of three referees by October 30, 1994 to: Mr. Clint Mellors, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0. Further information about this position can be obtained from Dr. Peter Holl, (403)675-6225, holl@cs.athabascau.ca.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Computer Science at the University of British Columbia is recruiting in all areas and in an industrial chair sponsored by MPR Teltech Ltd. Research areas that will be considered include multimedia, human-computer interaction and databases related to the mutual research goals of the University and MPR Teltech. One of the University's highest academic priorities is continued building a leading centre in Computer Science. An important aspect of this is to establish and maintain collaborative ties with industrial partners. As a subsidiary of BC TEL, MPR Teltech has interests in communications, user interfaces, and real time systems engineering. Outstanding candidates are being sought for a proposed industrial chair that will involve one or more of these interests. Applicants must have an outstanding record of achievements in research, a demonstrated commitment to teaching, and a proven ability to work within both academic and industrial environments. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. A PhD or equivalent in Computer Science or related areas is required. The University of British Columbia, situated on the tip of a peninsula, is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city. The Department of Computer Science has twenty-nine full-time faculty members, over one hundred graduate students, a mature and expanding undergraduate program, and dedicated technical staff to support research activities. MPR Teltech is located in Burnaby, British Columbia, a short drive from The University of British Columbia. MPR Teltech is one of Canada's leading high-tech companies focused on advanced telecommunications. It has strong interests in multimedia (the creation, manipulation and transmission of video, audio, image, graphics and animation over networks) as well as other areas of computer science related to distributed real-time systems. The chair holder will conduct applied research in one or more of the areas listed above, with an emphesis on applications for use in business, education, medical, environmental and scientific communication. Applicants should submit a resume and the names of at least three references to Prof. Kellogg Booth, Recruiting Co-ordinator, Department of Computer Science, 2366 Main Mall, The University of British Columbia, Vancouver, BC V6T 1Z4. Applications will be accepted until January 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. The position is subject to available funding.

DANISH

McGILL UNIVERSITY, Montreal, Canada offers a position as a full-time Faculty Lecturer to teach Danish language and Scandinavian Literature (up to 21 credit hours in two semesters). The Danish Language courses offered include elementary, intermediate and advanced levels; Scandinavian literature is taught in English. The candidate must have native or near native fluency in Danish and English, preferably PhD in Scandinavian Studies (Danish Language specialisaton), demonstrate scholarly potential and have one year (or more) of college teaching. Effective appointment data: September 1, 1995 for a nine-month period in the first instance with a salary of $30,000. Please send letter of application with credentials and 2 letters of recommendation to: Dr. Peter M. Daly or Dr. Hans Moller, Department of German Studies, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada H3A 1G5; Telephone: (514)398-3650, Fax: (514)398-8239. Application deadline: January 31, 1995. McGill University is committed to Equity in Employment. In accordance with Canadian immigration requirements, this advertisement is directed only to Canadian citizens or permanent residents in the first instance.

ECONOMICS

UNIVERSITY OF BRITISH COLUMBIA - Several visiting positions for 1995-96 to replace faculty on leave. All fields of economics considered. Duties: teaching and research. PhD or equivalent, university teaching experience, and research accomplishment commensurate with experience required. Rank and salary appropriate to qualifications and experience. Limited allowance for moving. Preference given to those holding regular positions at other universities. Foreign applicants are required to hold and retain a regular position at an institution outside Canada to satisfy immigration requirements. Applications close when positions filled, but not before November 15, 1994. Application including c.v., names of references and samples of research papers should be sent to Professor W. Craig Riddell, Head, Department of Economics, The University of British Columbia, Vancouver, B.C. V6T 1Z1. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

McMASTER UNIVERSITY - Department of Economics. Applications are invited for two tenure-track positions at the level of assistant professor in the Department of Economics at McMaster University. The successful candidates will be joining, and will be expected to operate effectively in, a research-oriented department with an active graduate programme leading to the degrees of M.A. and PhD in economics. They will hold, or be in the advanced stages of working towards, a PhD in economics. Their responsibilities will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidates will also be expected to carry out an independent research programme yielding significant peer-reviewed publications. For one position, the Department of Economics is particulary interested in candidates undertaking research in the fields of macroeconomics or economic history, although those working in other fields may be considered. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. For the second position, the Department of Economics is particulary interested in candidates undertaking research in the field of macroeconomics, broadly defined to include, for exemple, international and monetary economics. In accordance with Canadian immigration regulations, this advertisement is directed at Canadian citizens and landed immigrants in the first instance. Both positions will commence July 1, 1995, and are subject to budgetary approval. McMaster University is committed to the principles of employment equity. Women, indigenous people, persons with disabilities, and individuals from visible minority groups are particularly encouraged to apply. Interested candidates should send an application, including a curriculum vitae and the names of three academic referees, to: Alan Harrison, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4; telephone: (905)525-9140, x. 24591; facsimile: (905)521-8232; electronic mail: Harrison@McMaster.CA, to whom further enquiries can also be directed. The closing date for applications is October 31, 1994.

UNIVERSITY OF VICTORIA - The Department of Economics at the University of Victoria invites applications for at least one regular full time position, starting July 1, 1995, at either the Assistant or Associate Professor level. Those applying at the Assistant level should have a PhD in hand or be close to completion and show promise of excellence in research and teaching. Those applying at the Associate rank should have established records displaying superior levels of scholarly achievement and teaching. Fields are open, but the Department is working toward the implementation of a PhD Program and is interested in individuals capable of significantly enhancing the Department's research capacity and graduate instruction. In accordance with Canadian immigration Requirements this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Please send applications, including curriculum vitae and the names of three referees, to: Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 3050, MS 8532, Victoria, British columbia, Canada V8W 3P5. Applicants are also requested to arrange for at least three letters of reference to be sent directly by referees to the Chair of the Search Committee. Applications should be submitted as soon as possible and no later than December 1, 1994.

UNIVERSITY OF TORONTO - Assisant Professor of Economics, Tenure Stream appointments: While appointments may be made in any field, field preferences include Economic Theory, Industrial Organization, International Economics, Public Economics/Environment, Labour Economics, and Quantitative Economic History. PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1995; salaries commensurate with qualifications. Intarasted candidates should write by December 15, 1994, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada.

YORK UNIVERSITY - Faculty of Arts, Department of Economics. Applications are invited for a tenure track position at the lecturer/assistant professor level, subject to budgetary approval. Rank and salary commensurate with qualifications and

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HONG KONG POLYTECHNIC
香港理工學院

Applications are invited for the following posts:

DEPARTMENT OF APPLIED MATHEMATICS

(1) University Reader/Senior Lecturer in Statistics/Operations Research

The appointee will be required to (a) teach courses in the subject discipline with a bias towards application; (b) conduct and lead research; and (c) be involved in course planning and other academic and administrative activities. Candidates should have (a) a PhD degree; (b) a strong research and publication record; and (c) substantial experience in teaching and academic administration. Applicants with strong industrial links will be favourably considered. A distinguished record of research and scholarship is required for Readership.

DEPARTMENT OF HOTEL & TOURISM MANAGEMENT

(2) University Lecturers in Tourism and Hotel Marketing

Candidates should have (a) (i) a PhD together with either one year's relevant teaching experience or two years' relevant practical experience; or (ii) a relevant Master's degree plus either corporate membership or three years' relevant experience, or (iii) a relevant honours degree plus five years' relevant post-graduate experience; AND (b) potential tor academic research and scholarly activities. Preference will be given to candidates with experience in consumer behaviour research and statistical marketing.

(3) Senior Lecturer/Lecturer in one or more ot the following areas: Hospitality and

Tourism Management/Business Studies

For Lecturer post, candidates should have (a) a relevant honours degree or equivalent professional qualitications, preferably a relevant Master's degree; (b) at least three years' relevant post-graduate experience; and (c) potential tor academic research and scholarly activities. For Senior Lecturer, candidates should have (a) a relevant Master's degree or a PhD; (b) substantial teaching experience, evidence ot successful leadership in the relevant disciplines and industry experience; and (c) potential for academic research and scholarly activities.

For posts (2) and (3), the appointees are expected to (a) participate in teaching activities; (b) be involved in research; and (c) actively participate in associated administrative duties. Appointees to post (2) will be deployed primarily in degree level work, and a greater involvement in research and other scholarly activities is expected.

Preference will be given to candidates with relevant tertiary level teaching experience. fn addition, experience in hotel and tourism industry would be an advantage.

Terms of Servlce

Initial appointments will be made on fixed term gratuity-bearing contract ot two years at the end ot which re-appointment is subject to mutual agreement. Other benefits include leave, medical and dental schemes, children's education allowance and subsidised housing where appropriate.

Salarles

University Reader : HK$669,360 p.a. - HK$889,260 p.a.
University Senior Lecturer : HK$641,580 p.a. - HK$861,900 p.a.
University Lecturer : HK$412,980 p.a. - HK$468,480 p.a. /BAR/ HK$496,320 p.a. - HK$689,880 p.a.
Senior Lecturer : HK$514,320 p.a. - HK$683,760 p.a.
Lecturer : HK$288,300 p.a. - HK$491,640 p.a.

(Note : US$1 = HK$7.73 approximately as at 8 September 1994)

Applications

Send curriculum vitae and names of three referees to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong betore **Sunday, October 30, 1994** [Fax (852) 364-2166], or by E-mail (BITNET HKPOLY@HKPCC.HKP.HK).

DEAN
SCHOOL OF BUSINESS
QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the School ot Business. The appointment is for a renewable five-year term commencing July 1, 1995 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a diverse faculty and a total of almost 1,000 students in Bachelor ot Commerce, M.B.A., Executive M.B.A. and Ph.D. programmes.

The School of Business is engaged in innovative academic programming including an executive M.B.A. program delivered by interactive video to remote locations, degree and non-degree programs offered away from the Kingston campus and a tull-fee M.B.A. program scheduled to begin in May, 1996. The Dean will be responsible for integrating these initiatives with the traditional degree programs.

The Dean reports directly to the Principal and has responsibility for the supervision of research and teaching programmes as well as the budget and staffing of the School. The Dean works closely with the Advisory Council of the School which provides close contact with a wide range of corporations, government and labour.

The successful candidate will have an outstanding record of leadership in business education and will have demonstrated excellence in teaching, research and administration.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Applications and nominations, together with names of three referees, should be submitted by **November 14, 1994** to:

Dr. Wlfflam C. Leggett
Principal and Vice-Chancellor
Queen's Universtty
Kingston, CANADA K7L 3N6.

UNIVERSITY of GUELPH

DEAN OF THE COLLEGE OF BIOLOGICAL SCIENCE

The University of Guelph invites applications and nominations for the position of the Dean of the College of Biological Science.

One of seven colleges in the University of Guelph, the College of Biological Science is committed to a leadership position in undergraduate and graduate teaching and in research. The College comprises five departments: Botany, Microbiology, Molecular Biology & Genetics, Nutritional Sciences and Zoology as well as the School of Human Biology. College personnel include 90 faculty and 235 staff; there are 250 graduate students and 50 post doctoral fellows. The College's undergraduate teaching serves several degree programs, the B.Sc. being the principal one; there are 15,000 course enrolments per year.

Candidates should have a proven record of leadership and achievement in education, research and administration. In addition to leading the College, the Dean has substantial cross-campus academic administrative responsibilities and will be expected to play an integral role in the University's Strategic Planning exercise. S/he must be a highly credible representative of the College and the University in maintaining and developing interactions with external agencies, research sponsors and alumni.

Faculty Policies define the standard decanal term as five years, renewable for a further five year period following a comprehensive review.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations should be directed by October 30, 1994 to Dr. J.R. MacDonald, Vice-President, Academic, University of Guelph, Guelph, Ontario N1G 2W1.

UBC

THE UNIVERSITY OF BRITISH COLUMBIA

Assistant Professor

Department of Bio-Resource Engineering

Applications are invited for a full-time tenure track Assistant Professor position. Appointment may be considered at a higher rank under exceptional circumstances. Applicants should have a Ph.D. in Bio-Resource Engineering, Biological System Engineering, Bio-chemical Engineering, Bio-Engineering, or a related engineering field and should be eligible for registration as a Professional Engineer in British Columbia. Applicants should have a strong commitment to teaching. Post doctoral and/or industrial experience would be an asset.

Candidates must have expertise in bioprocess engineering and be capable of leading the development of broad teaching and research programs in bioprocess engineering. The successful candidate will have special expertise in an area relevant to bioprocess engineering such as modern biological process development, biological process scale-up, biosensor technology, biological process control, applied biotechnology or production of high-value chemicals based on biotechnology.

Applications, including a curriculum vitae, and the names of at least three referees should be sent to :

Chairperson
Search Committee
Department of Bio-Resource Engineering
The University of British Columbia
2357 Main Mall
Vancouver, B.C.
Canada V6T 1Z4

Closing date for applications is **December 1, 1994.** The salary will be commensurate with experience. The position is subject to final budgetary approval.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

L'Université Concordia est à la recherche d'une doyen ou d'une doyenne pour la Faculté de génie et d'informatique

Les mandats sont normalement prévus pour cinq ans.

La personne recherchée sera à la tête d'une Faculté de génie et d'informatique dynamique qui comptend les Départements de génie civil, génie électrique et informatique, génie mécanique, informatique, le Centre d'études sur le bâtiment et d'autres centres de recherche. Plus de deux milliers d'étudiants du premier cycle sont actuellement insctirs aux programmes de baccalauréat en génie (bâtiment, génie civil, informatique, génie électrique, industriel ou mécanique) et de baccalautéar en informatique. Les programmes d'études supérieures, qui comptent près de 800 étudiants et étudiantes, mènent aux grades suivants : MASc, MCSc, MEng, MEng (aérospatiale) et PhD.

L'Université Concordia recherche un doyen ou une doyenne dont la vision et la confiance seront un gage d'excellence universitaire pour rous les cycles. Valorisant l'apprentissage interdisciplinaire et l'enseignement efficace, il doit témoigner d'aptitudes éprouvées à l'administration et à la gesrion et détenir un dossiet de techerche rematquable. Il fera partie des cinq doyens relevant du vice-rectorar à l'enseignement et à la recherche et, à ce titre, participera avec les autres membres de la haute direction à l'élaboration et à la réalisation des objectifs et politiques de l'Université.

En sa qualité d'administrateur d'une faculté non seulement importante mais complexe, le doyen ou la doyenne doit être capable de gérer les relarions enrre ses divers corps constituants de façon ouvertte et coopérative, de moriver les membres du corps professoral, les étudiants et le personnel et de s'adjoindre leur soutien. Le ou la candidate choisie devra être à l'aise dans un contexte de négociations collectives. Il ou elle aura également fait ses preuves dans la gestion responsable et transparenre d'un budget.

L'Université Concordia dessert une population étudiante qui se distingue pat sa diversité; elle foncrionne dans un milieu bilingue. C'est pourquoi il est important pour le candidat ou la candidate de pouvoir communiquer en anglais et en français. Le doyen étant le porte-parole de la faculté, une partie ptimordiale de son mandat réside dans la promotion de liens efficaces avec l'industrie et les centres de recherche du Québec, du Canada et du monde entier.

Prière de faire parvenir les offres de services ou les mises en candidature accompagnées d'un curriculum vitae et du nom de cinq répondants, au plus tard le 15 décembre 1994 à:

Guy Lemelin, Associé
Raymond, Chabot, Martin, Paré
600 de la Gauchetière ouest
Suite 1900
Montréal, Québec
H3B 4L8

Conformément aux exigences d'Immigration Canada, cette offre s'adresse aux citoyens canadiens ou résidents permanents.

L'Université Concordia souscrit au principe d'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Discrétion assurée.

UNIVERSITÉ Concordia

ON VOUS PRÉPARE POUR LE MONDE

UNIVERSITY OF GUELPH - Applications are invited for a tenure-track position in undergraduate and graduate teaching and research. The College comprises five departments: Botany, Microbiology, Molecular Biology & Genetics, Nutritional Sciences and Zoology as well as the School of Human Biology. College personnel include 90 faculty and 235 staff; there are 250 graduate students and 50 post doctoral fellows. The College's undergraduate teaching serves several degree programs, the B.Sc. being the principal one; there are 15,000 course enrolments per year. Candidates should have a proven record of leadership and achievement in education, research and administration. In addition to leading the College, the Dean has substantial cross-campus academic administrative responsibilities and will be expected to play an integral role in the University's Strategic Planning exercise. S/he must be a highly credible representative of the College and the University in maintaining and developing interactions with external agencies, research sponsors and alumni. Faculty Policies define the standard decanal term as five years, renewable for a further five year period following a comprehensive review. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and nominations should be directed by October 30, 1994 to Dr. J.R. MacDonald, Vice-President, Academic, University of Guelph, Guelph, Ontario N1G 2W1.

YORK UNIVERSITY - Faculty of Arts, Department of Economics. Applications are invited for a tenure-track or tenured position at lecturer/assistant professor or associate professor level, subject to budgetary approval. Rank and salary commensurate with qualifications and experience. At the lecturer/assistant professor level, candidates are expected to have a PhD degree (or expected in 1995) and to show the potential to become good teachers and nationally/internationally recognized scholars. At the associate professor level, candidates are expected to be accomplished teachers and researchers, with an excellent record of scholarly publication. Field preference is for econometrics. Duties include: teaching at undergraduate and graduate levels, and a productive research program. Applications, including a curriculum vitae and a recent research paper should be sent to: Professor Avi J. Cohen, Chair, Economics, Vari Hall, York University, North York, (Toronto), Ontario M3J 1P3. Candidates should also arrange for three letters of reference to be sent directly to the Chair. Closing date for applications is December 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women.

YORK UNIVERSITY - Faculty of Arts, Department of Economics. Applications are invited for a tenure track position at the lecturer/assistant professor level, subject to budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1995), and to show the potential to become good teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, we are particularly interested in those with demonstrated strength in applying econometrics to their main field of interests. Duties include: Teaching at undergraduate and graduate levels, and a productive research program. Applications, including a curriculum vitae and a recent research paper should be sent to: Professor Avi J. Cohen, Chair, Economics, Vari Hall, York University, North York, (Toronto), Ontano M3J 1P3. Candidates should also arrange for three letters of reference to be sent directly to the Chair. Closing date for applications is December 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1995, subject to budgetary approval. PhD, or near PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to Dr. Terrence Levesque, Chair, Department of Economics, Wilfrid Launer University, Waterloo, Ontano N2L 3C5.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Economics. Applications are invited for a teaching-term appointment, (eight-month contractual) at the rank of Lecturer or Assistant Professor beginning January 1, 1995. This position is renewable for another eight months subject to budgetary approval. It involves teaching undergraduate courses in monetary theory, intermediate macrotheory and money and banking. Candidates should have completed or be close to completing a PhD. Previous teaching experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed pnmenly to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Applications with curriculum vitae and three letters of reference should be sent by October 30, 1994 to: Dr. Eugene Tsoa, Head, Department of Economics, Memorial University of Newfoundland, St. John's, Nfld. A1C 5S7.

EDUCATION

UNIVERSITY OF BRITISH COLUMBIA - The Department of Language Education at the University of British Columbia invites applications for a full-time, tenure-track academic appointment at the Assistant or Associate Professor level in the area indicated below. The Department houses the areas of English Education, Teacher Librarianship, Reading Education, and Modern Language Education. The Department of Language Education offers Ed.D., PhD, M.A. and M.Ed. degrees, and Diploma programs. Teacher Librarianship - Assistant or Associate Professor: applicants should have background in technologies in information retrieval, resource-based instruction, cooperative teaching strategies, curriculum implementation, multi-media resources, and be able to develop programs for diplome and graduate students. Salary will be dependent upon qualifications and experience. All applicants should have a doctoral degree (or be in the final stages of a dissertation), show evidence of research competence and interests, and have teaching experience. Duties may include teaching at both undergraduate and graduate levels, supervision of student teachers, and participation in scholarly activity and publication. Letters of application should include a c.v.; names, addresses and phone numbers of three referees; a statement of research interests, and an example of a recently published work (if available). The closing dale for applications is December 31, 1994. The appointments will become effective July 1, 1995 and will be subject to final budgetary approval. Applications should be directed to the address below. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbe encourages all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dr. Victor Froese, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, BC V6T 1Z4; Telephone: (604)822-5235; FAX: (604)822-3154.

ENGLISH

QUEEN'S UNIVERSITY - The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1995, in the field of Canadian literature. Under exceptional circumstances, an appointment at the Associate Professor level may be made. Qualifications include a completed PhD, a promising research

record, and a demonstrated commitment to teaching. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. The closing date for applications is November 1, 1994. Applicants should send a curriculum vitae and arrange for three letters of reference (or a dossier from a university placement office) to be sent to Dr. Peter Sabor, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY - The Department of English of Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1995. Under exceptional circumstances, an appointment of the Associate Professor level may be made. Candidates should be specialists in either pre-20th-century American literature or in Postcolonial/Commonwealth literature, with a particular interest in Australian, New Zealand, and/or southeast Asian literature in English. Qualifications include a completed PhD, a promising research record, and a demonstrated commitment to teaching. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. The closing date for applications is November 4, 1994. Applicants should send a curriculum vitae and arrange for three letters of reference (or a dossier from a university placement office) to be sent to Dr. Peter Sabor, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

McGILL UNIVERSITY - Subject to budgetary approval, the Department of English will make a tenure-track appointment at the rank of Assistant Professor, starting 1 September 1995, in the area of Twentieth-Century literature. We are especially interested in candidates with a strong background in English, Irish and/or American modernism and a secondary interest in contemporary literature. Completed PhD required, teaching experience and publications desirable. Applications including curriculum vitae, transcripts and three letters of reference should be sent by 1 December 1994 to Leanore Lieblein, Chair, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Québec, Canada H3A 2T6. This advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

McGILL UNIVERSITY - Subject to budgetary approval, the Department of English will make a tenure-track appointment at the rank of Assistant Professor, starting 1 September 1995, in the area of Romanticism. We are especially interested in candidates with a primary interest in poetry. Completed PhD required, teaching experience and publications desirable. Applications including curriculum vitae, transcripts, and three letters of reference should be sent by 1 December 1994 to Leanore Lieblein, Chair, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Québec, Canada H3A 2T6. This advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CONCORDIA UNIVERSITY - The Department of English of Concordia University invites applications for a tenure-track appointment it intends to make (subject to budgetary considerations) at the rank of Assistant Professor, in the area of American literature. The position will begin on August 15, 1995. Applicants should have a comprehensive interest and competence in the various facets of periods of American literature. Applicants should hold a completed PhD or should be completing the PhD very soon. Publications and teaching experience are desirable. We are looking for evidence and strong promise of substantial scholarly achievement and excellent teaching. Applications should include curriculum vitae, a description of interests, academic transcripts and three letters of reference. Other pertinent materials (copies of publications, samples of scholarly writing, evidence of teaching ability, etc.) are also welcome as part of the application. Applications and letters should be sent to: G. David Sheps, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Completed applications and letters must be received by November 30, 1994. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

EPIDEMIOLOGY

THE WELLESLEY HOSPITAL RESEARCH INSTITUTE - The Arthritis Community Research and Evaluation Unit (ACREU) carries out a multidisciplinary program of research concerned with arthritis in the community. We require a researcher with a track record in a field releted to one of the following: Epidemiology - Health Services Research - Behavioural/Social Science. The successful candidate will participate in ongoing research projects and initiate new studies of the health of the population, the impact of chronic disease, or community health services. You will be appointed to the core scientific staff of the Wellesley Hospital Research Institute, Clinical Epidemiology Division. Your academic qualifications should include a PhD in a relevant field with appropriate experience. Some knowledge relating to chronic disabling disorders (ideally musculoskeletal diseases) would be an advantage. Interested individuals should send curriculum vitae and cover letter describing relevant experience to: Dr. Elizabeth Badley, The Arthritis Community Research and Evaluation Unit, The Wellesley Hospital Research Institute, 160 Wellesley Street East, Toronto, Ontario M4Y 1J3; Phone: (416)926-7764, Fax (416)926-4910. Applications will be received until the position is filled.

GEOGRAPHY

RYERSON POLYTECHNIC UNIVERSITY - School of Applied Geography. Applications are invited for a tenure track position at the Assistant Professor level in Applied Geography with preference for a specialty in business geography and the service economy. Applicants will hold a PhD (ABD acceptable if PhD is near completion) and will have an interest in undergraduate teaching and a potential for developing a sustained research program. The successful applicant is expected to contribute to the development of partnerships between the School of Applied Geography and the private sector and government, and to work with Ryerson's Centre for the Study of Commercial Activity in a research capacity. Forward your curriculum vitae and the names of three referees by December 15, 1994 to: Dr. M. Truelove, Chair, School of Applied Geography, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3. This advertisement is directed to Canadian Citizens and Landed Immigrants. In keeping with Ryerson Polytechnic University's Employment Equity Program applications are encouraged from women, visible minorities, aboriginal peoples and people with disabilities.

CONCORDIA UNIVERSITY - Department of Geography A tenure track Assistant Professor in Physical Geography. Position beginning August 15, 1995 subject to budgetary approval. Specialties sought include Fluvial Geomorphology, Hydrology, Periglacial Geomorphology, Soil Science and Quaternary Geomorphology. An interest in applied geomorphology and experience in remote sensing/GIS would be an advantage. Teaching responsibilities will include large introductory courses in physical geography with an opportunity to teach specialized courses at the senior undergraduate and graduate levels. A strong commitment to excellence in teaching and the development of a coherent research programme is expected. PhD, required. The Geography Department at Concordia offers both B.A. and B.Sc. degrees in Geography, participates in a multi-disciplinary Urban Studies programme, includes a programme in Science and Human Affairs, and offers an inter-disciplinary Masters Degree in Public Policy and Public Administration. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. Please submit a letter of application, curriculum vitae, selected reprints or pre-prints of publications, official transcripts and arrange for three letters of reference to be sent directly to the Chair by November 30, 1994. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. Apply: The Chair, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal H3G 1M8, Qc, Canada; Phone: 514(848-2050); Fax: 514(848-2057).

HEALTH CARE

UNIVERSITY OF BRITISH COLUMBIA - Faculty Position in Health Care Management. The Department of Health Care and Epidemiology invites applications for a tenure track faculty position in health care management starting July 1, 1995. In addition to research and teaching responsibilities the successful candidate will serve as director of the Master of Health Administration (MHA) program. Applicants must have a strong quantitative methods background demonstrated, specialized expertise in the areas of financial management and management science. An earned PhD or D.B.A. is required. Preference will be given to applicants who meet all of the previous requirements and have an established record of funded quantitative research accomplishments. Salary and academic rank will be commensurate with qualifications and experience. The department offers the MHA degree, the MHSc degree as well as the MSc/PhD degrees. The department has 21 full-time faculty and 95 clinical faculty. There are currently 94 graduate students, with an increasing number of graduate students and community health residents interested in research related to health care management. As a member of a multidisciplinary faculty, the successful candidate will be expected to be available for advising and supervising students in all of the departmental graduate degree programs. The department has wide ranging interactions and collaborations with various agencies on campus, including the Centre for Health Services and Policy Research, the Occupational Hygiene Program, the Institute for Health Promotion Research, and health care agencies in Vancouver, (e.g. all of the teaching hospitals) as well as local and provincial governments. There is also close interaction between departmental faculty members and organizations such as BC Health Association, BC Medical Association, BC Health Research Foundation, BC Cancer Agency etc. Thus, a wide array of research collaborations are available to the successful candidate. The deadline for receipt of applications is November 30, 1994. Applicants should send their resumes together with the names and addresses of 4 referees to: Dr. Sam Sheps, MD, MSc, FRCPC, Head, Department of Health Care and Epidemiology, Faculty of Medicine, University of British Columbia, 5804 Fairview Avenue, Vancouver, B.C. V6T 1Z3; (604)822-4407. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. This appointment is subject to final budgetary approval.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO - Health Studies and Gerontology. The Department of Health Studies and Gerontology is an interdisciplinary department uniquely integrating biological and behavioural sciences in the study of disease prevention, health promotion, and aging. It has established B.Sc., M.A., M.Sc., and PhD programs. Opportunities exist for the development of collaborative activities across the university and with external health agencies. The department has a tenure-track opening for a behavioural or social scientist with strong interests in population health and health promotion. Of particular interest are individuals with a research focus on community-based health behaviour change. An interest in aging would be an asset. Applicants must have a PhD or equivalent and a demonstrated commitment to both funded research and teaching. An appointment at the rank of Assistant or Associate Professor is anticipated, although exceptional candidates may be considered at a more senior level. Expected starting date is July 1, 1995. Send curriculum vitae and three letters of reference by December 31, 1994 to Dr. Roy Cameron, Faculty Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

INFORMATION STUDIES

UNIVERSITY OF TORONTO - Faculty of Information Studies. Applications are invited for a tenure track position to begin July 1, 1995, subject to fiscal approval. The successful applicant for this position will be a specialist in at least one of the following primary research areas: information systems; information storage and retrieval systems; information retrieval theory; telecommunications and networks. In addition the successful applicant will teach one or more of the following: database design; electronic archives; electronic publishing and resources; multimedia. Further information about the Faculty of Information Studies program can be accessed on the Internet via Gophar at gopher.utoronto.ca under Other Information Providers at Uoft. In addition to teaching, duties will include supervision of research at the Master's and Doctoral levels. Applicants should possess a doctorate or equivalent in library, information or computer science, information systems or a related field and should have proven ability in, or the potential for, excellent research and effective teaching. In accordance with Canadian immigration requirements this advertisement is directed at Canadian citizens and permanent residents of Canada. Applications, including the names of three references, should be forwarded by November 30, 1994 to: Daan Adela M. Fasick, Faculty of Information Studies, University of Toronto, 140 St. George Street, Toronto, Ontario M5S 1A1 or by email to appoint@fis.utoronto.ca. The University of Toronto encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

LIBERAL ARTS

CONCORDIA UNIVERSITY's Liberal Arts College invites applications for a full-time tenure-track position at the level of Assistant Professor, starting August 15, 1995. The College has a multidisciplinary core curriculum based on a Great Books program, and its pedagogic aim is to edu-

Halbert Centre for Canadian Studies at the Hebrew University of Jerusalem
VISITING POSITION

Applications are invited for a visiting appointment to the Halbert Centre for Canadian Studies at the Hebrew University of Jerusalem, Israel, for the academic years 1996-7. Note that applications are requested for appointments in two years time to allow both the Centre and candidates to develop long-term plans.

Applicants should hold university teaching positions in the social sciences, humanities, or law. Applicants will be expected to combine broad teaching and research experience in their field with an ability to emphasize Canadian content. The Centre emphasizes the development of joint Israel-Canada research and an expression of interest in participating in such cooperative work will be of advantage to the applicant.

The visiting appointment will be either for the full academic year (October 1996 to June 1997) or for one semester (October 1996-January 1997, or February to June 1997).

Remuneration includes economy-class return airfare, salary for 4, 5, or 9 months (as appropriate) at the rate of the Hebrew University equivalent to Canadian position, and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to the:

Halbert Centre for Canadian Studies
c/o Canadian Friends of the Hebrew University
3080 Yonge Street, Suite 5024
Toronto, Ontario M4N 3P4
Telephone: (416) 485-8000 Fax: (416) 485-8565

Deadline for completed applications is **March 01, 1995.**

Concordia University is seeking a Dean of the Faculty of Engineering and Computer Science

Appointments are normally for a five-year term.

The Dean is the academic leader of a dynamic Faculty of Engineering and Computer Science comprising departments of Civil Engineering, Electrical and Computer Engineering, Mechanical Engineering, Computer Science, the Centre for Building Studies, and other research centres. Over 2000 undergraduate students are presenrly enrolled in programmes which include the Bachelor of Engineering (Building Studies, Civil, Computer, Electrical, Industrial or Mechanical) and the Bachelor of Computer Science. Graduate programmes, with almost 800 students, include MASc, MCSc, MEng, MEng (Aerospace) and PhD.

Concordia University is seeking a Dean who possesses vision and confidence; who is committed to academic excellence at both undergraduate and graduate levels, with a keen appreciation of inter-disciplinary learning and effective teaching; having superior administrative and management skills, and a prominent research record. As one of five Academic Deans reporting to the Vice-Rector, Academic, the Dean will participare, with other members of the senior administrative team, in the development and realization of University goals and policies.

As administrator of a large and complex Faculty, the Dean must be able to manage relations among its several constituencies in an open and collaborative manner, to motivate the faculty, students and staff, and elicit their support. Applicants should be comfortable in a collective bargaining workplace. The successful candidate will have proven ability in responsible and transparenr budget management.

Concordia serves a diverse student population and operates in a bilingual professional and academic community, therefore communication skills in both English and French are important. As spokesperson for the Faculty, a key part of the Dean's mandate is promotion of effective links with industry and research centres in Québec and Canada, and inrernationally.

Applications or nominations, including a full curriculum vitae and names of five referees, must be sent by 15 December 1994 to:

Guy Lemelin, Partner
Raymond, Chabot, Martin, Paré
600 de la Gaucherière Sr. West
Suite 1900
Montréal, Quebec
H3B 4L8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

cate a select group of students in the western cultural tradition. We seek an individual with a broad intellectual background and the following qualifications: completed PhD in modern literature; publications in English and comparative literature; teaching experience of the university level in the areas of the Bible, the Greek and Roman classics in literature and philosophy, and all major texts from the Middle Ages to the present. Familarity with theatre, film, and contemporary critical theory is an asset. Deadline for applications is 31 October 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Please address letter of application, curriculum vitae and three letters of recommendation to: Dr. Laszlo K. Gálik, Principal, Liberal Arts College, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8; Information: (514)848-2565.

MARKETING

SAINT MARY'S UNIVERSITY - Department of Marketing. Applications are invited for a term position with the possibility of conversion to a tenure-track appointment pending university approval. Courses may include introductory marketing, industrial marketing, channels of distribution, and other undergraduate and graduate level subjects. Applicants holding or near completion of an appropriate PhD will be considered. Position is effective September 1, 1995. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Applications, curriculum vitae, university transcripts and letters of reference from three referees should be forwarded to Dr. Linda Van Esch, Department of Marketing, Saint Mary's University, Halifax, NS, B3H 3C3. Deadline for applications is December 15, 1994.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department is seeking an outstanding candidate for a tenure track Assistant Professorship to begin 1 July 1995. Our highest priority is for a candidate in Mathematical Biology with emphasis in ecology. Applicants should have a proven research record of high quality and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher rank for an exceptionally well-qualified candidate. A joint appointment with one of the Life Sciences, if appropriate, is a possibility. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Haussmann, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C., Canada V6T 1Z2. Applications must be received before January 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for one or more limited term Assistant Professorships, which may be at the St. George (downtown), Scarborough or Erindale campus. The positions are for the three-year period July 1, 1995 to June 30, 1998. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Applied Mathematics. Preference will be given to researchers in the areas of applied probability, and non-linear partial differential equations. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1995. Candidates are expected to have at least three years experience in teaching and research after the PhD, and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by January 15, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Geometric Analysis. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1995. Candidates are expected to have at least three years experience in teaching and research after the PhD, and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by January 15, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

YORK UNIVERSITY - Department of Mathematics and Statistics. Subject to budgetary approval, applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics, to commence July 1, 1995. The successful candidate will be expected to have an established record of research excellence and demonstrated leadership abilities in the contemporary area of Algebra or closely related areas such as Algebraic Geometry or Algebraic Number Theory. Applicants must have a completed PhD and proven teaching abilities. Applicants should send resumes and arrange for at least three letters of recommendation to be sent so that they arrive before December 1, 1994, directly to: Georges Monette, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Canada, FAX: (416)736-5757, E-Mail: chair@mathstat.yorku.ca. York is implementing a policy of employment equity, including affirmative action for women faculty. The Department of Mathematics and Statistics encourages applications from qualified women and men, members of racial minorities, people with disabilities and Native Peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY - The Department of Mathematics & Statistics invites applications for a tenure-track position in Actuarial Mathematics at the Assistant Professor level starting August 15, 1995. Duties will include undergraduate and graduate level teaching, research and participation in the administration and expansion of the Actuarial programe. Interested candidates should send a curriculum vitae and a brief description of field of interest and arrange for three letters of recommendation to be sent prior to December 1, 1994 to: Dr. M. Belinsky, Chair, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St. W., Montreal, Québec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY - Department of Mathematics & Statistics. The department invites applications for a tenure-track appointment in Mathematics Education. The appointment is to support its Master in the Teaching of Mathematics, a programme aimed at increasing the professionalism of teachers. Applicants must have a doctorate in Mathematics or in Mathematics Education with a strong mathematics background. A proven record of research in Mathematics Education with preference given to research dealing with epistemological issues and conceptual difficulties at the university or upper-secondary level is also essential. The position requires: 1. Teaching graduate courses in mathematics education and undergraduate courses in mathematics; 2. Direction of graduate students in mathematics education, 3. Continued scholarly research activity in mathematics education. The appointment commences on August 15, 1995. Candidates should send a curriculum vitae and arrange for three letters of recommendation to be sent prior to December 1, 1994 to: Dr. M. Belinsky, Chair, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF NEW BRUNSWICK, Fredericton - Department of Mathematics and Statistics invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 1995. Candidates are expected to have a PhD in pure or applied mathematics or in statistics, and to have a commitment to teaching and research. The field of expertise is largely open, subject to the criterion that preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications together with CV and the names of three referees should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3; e-mail: jon@maih.unb.ca. The deadline for receipt of applications is November 15, 1994.

UNIVERSITÉ LAVAL - Le Département de mathématiques et de statistique sollicite des candidatures pour un poste de carrière en algèbre et théorie des nombres qui sera disponible le 1er juin 1995. Fonctions: - Enseignements des mathématiques aux trois cycles, y compris dans les cours autres que ceux des programmes de mathématiques. - Direction d'étudiant de maîtrise et de troisième cycle. - Recherche fondamentale en algèbre et théorie des nombres. - Participation aux activités de l'équipe d'algèbre et de théorie des nombres. - Participation aux autres tâches universitaires. Critères de Sélection: - Etre titulaire d'un doctorat en mathématiques ou d'un diplôme jugé équivalent. - Etre actif en recherche fondamentale et oeuvrer en algèbre et théorie des nombres ou dans un domaine relié à la théorie des nombres. - Manifester la volonté de développer l'équipe d'algèbre et de théorie des nombres du Département et la possibilité à l'Université Laval du Centre interuniversitaire en calcul mathématique algébrique. - Posséder des aptitudes pour l'enseignement, y compris à de grands groupes. - Pouvoir enseigner en français. Information: L'Université Laval applique un programme d'accès à l'égalité et consacre la moitié des postes vacants à l'engagement de femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. Le salaire est déterminé par la convention collective suivant l'ancienneté et le rang universitaire accordés. Les personnes intéressées sont priées de faire parvenir, avant le 31 décembre 1994, à l'adresse ci-dessous: - une copie de leur curriculum vitae; - des très-à-part de quelques publications récentes; - deux lettres de recommandation fermant de leurs aptitudes professionnelles tant en enseignement qu'en recherche. Claude Lemaire, directeur, Département de mathématiques et de statistique, Université Laval, Sainte-Foy (Québec) Canada G1K 7P4.

MEDICAL RESEARCH

UNIVERSITY OF TORONTO - The Banting and Best Department of Medical Research, University of Toronto, is seeking candidates for the position of Assistant Professor, Tenure-Stream. The position is available July 1, 1995 and will carry an initial appointment of five years at a competitive salary. Candidates should have a strong research background and be prepared to develop a research program in molecular and cellular aspects of diabetes mellitus (for example - mechanisms of hormone action, signal transduction, regulation of gene expression, genetics, and immunological aspects of diabetes). The successful candidate will be expected to obtain independent research grants, to spend at least 75% of her/his time in research, and to participate in graduate and undergraduate training. Applicants should forward a curriculum vitae and an outline of research interests and arrange for three letters of reference to be sent directly to Dr. Cecil C. Yip, Professor and Chair, Banting and Best Department of Medical Research, University of Toronto, 112 College Street, Toronto, Ontario M5G 1L6 Canada, to be received no later than December 31st, 1994. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

MEDICINE

DALHOUSIE UNIVERSITY - Hepatologist: NS - A hepatologist with strong academic background is required at the Victoria General Hospital in Halifax, Nova Scotia, starting date July 1, 1995. The successful applicant will participate in the liver transplant program at Dalhousie University, and will be expected to develop and maintain a research program. The successful applicant will have the Canadian specialist qualifications (FRCPC) in gastroenterology or equivalent. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The university encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. Please apply within 30 days to: Dr. C.N. Williams, Professor and Head, Division of Gastroenterology, Department of Medicine, Dalhousie University, c/o Room C-12, Clinical Research Centre, 5849 University Avenue, Halifax, NS B3H 4H7. Tel: (902)494-2333. Fax: (902)494-1624.

MICROBIOLOGY & IMMUNOLOGY

DALHOUSIE UNIVERSITY - Microbiology & Immunology. Dalhousie University is seeking an individual with a strong record of accomplishments in the areas of research, education and administration to provide leadership for its Department of Microbiology and Immunology. This position has responsibilities for the administration of the department's undergraduate, graduate and postgraduate academic programs and for promoting and enhancing the status of department research efforts. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications with an up-to-date curriculum vitae and the names of three referees to: Dr. S.K. Reddy, Microbiology & Immunology Search Committee, c/o Dalhousie University, Faculty of Medicine, 15th Floor, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7.

MUSIC

McGILL UNIVERSITY - The Faculty of Music, McGill University, invites applications for a tenure-track position at the rank of Assistant Professor in Composition. A completed doctoral degree is required. The Faculty is looking for a composer with an active career, strong potential for attaining international stature, and capability to teach not only composition but other cours-

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POSITION ANNOUNCEMENT

McGill University – Centre for Nutrition and the Environment of Indigenous Peoples (CINE).

Full-time Assistant Professor/ Special Category starting November 18, 1994.

Salary commensurate with experience, with baseline at $36,000. Ph.D. required in Nutritional Sciences with emphasis in cross-cultural epidemiology biostatistics and dietetics. Experience with Indigenous Peoples in Arctic Canada. Qualified Indigenous People are strongly urged to apply. Preference will be given to the candidate with postdoctoral experience and an established research record. Documentation is to include a resume with statement of research interests, copies of publications, names, addresses and phone contact of three persons qualified to judge research and professional abilities. Closing Date: **October 30, 1994.**

Macdonald Campus is located 35 km west of the Montreal Campus of McGill University. In accordance with Canadian immigration requirements these positions are offered in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Send to: Harriet V. Kuhnlein, Ph.D.
Centre for Nutrition and the Environment of Indigenous Peoples (CINE)
Macdonald Campus of McGill University
21,111 Lakeshore Road
Ste. Anne de Bellevue, Quebec
H9X 3V9

Tel: 514-398-7757
Fax: 514-398-1020.

University of Toronto Faculty of Education

Applications are invited for two tenure-stream positions. Preferred candidates for each will possess a doctoral degree and have relevant field-based experience. Knowledge about the education of teachers, and demonstrated scholarship are requirements.

- **Curriculum and Instruction: Elementary Education**
- **Curriculum and Instruction: English Education**

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence July 1, 1995, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by **December 1,** 1994 to Professor Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, Ontario, M5S 2R7. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

HONG KONG POLYTECHNIC
香港理工學院

Professor of Accountancy in the Department of Accountancy

The Hong Kong Polytechnic, established in 1972, is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects, at levels ranging from Higher Diplomas and Degrees through to Masters and Doctorate Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of 6 Faculties comprising 25 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres. It is anticipated that the Polytechnic will be renamed the Hong Kong Polytechnic University during the 1994/95 academic year.

The Department of Accountancy is within the Faculty of Business and Information Systems. The Department of Accountancy is the largest and longest established body providing education for the accountancy profession in Hong Kong. The BA(Hons) Degree in Accountancy, offered by the Department, is by far the degree course with the largest annual student intake of 250 within the Polytechnic. A part-time MSc/PgD course in Accountancy has recently been validated for launching in 1995/96. In addition, the Department also offers four part-time courses including a Conversion Degree course and three other courses at Post-experience Certificate and Higher Certificate levels, and provides an extensive range of revision courses for the Hong Kong Society of Accountants Examination. The Department currently has approximately 750 full-time and 1,200 part-time students. In 1993/94, 3,293 students enroled for the revision courses.

The Department has an academic establishment of 44 providing teaching in courses offered by the Department and in all accountancy related subjects for other courses in the Polytechnic. The Professor will be expected to provide leadership to this team in all aspects of academic activities including teaching, research and consultancy.

Qualifications and Experience

Candidates should have academic qualifications at doctoral level in accountancy or a closely related field, preferably with a professional qualification in accounting, and a strong record of research activity and publications. As the Professor is expected to be appointed as Head of Department, candidates will also be required to demonstrate personal qualities necessary to lead and manage a large Department with all its diverse functions.

Salary and Conditions of Service

The salary is within a range and not less than HK$915,840 p.a. (CAN$1 = HK$5.6 approximately as at 8 September 1994.)

Initial appointments at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, re-appointment is subject to mutual agreement. Other benefits include subsidized housing, leave, passages, medical and dental schemes, and children's education allowance.

Applications

Application including curriculum vitae and names of three referees should be sent to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before **30 October,** 1994, (Fax 852-364-2166). Further information is available from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill this post or to make an appointment by invitation.

es such as traditional and current writing techniques, orchestration, analysis, electronic music and computer music at undergraduate and graduate levels. Salary negotiable (current basis: $40,980). Applications, including an up-to-date C.V. and three letters of recommendation, should be directed to: Professor Bo Alphonce, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec H3A 1E3. Effective date of appointment September 1, 1995. Applications will be accepted until December 1st or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

OBSTETRICS & GYNAECOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Reproductive and Developmental Sciences. A basic-science position is available in the OB/GYN Department at the Assistant Professor level. Candidates should have a PhD in the field of reproductive or perinatal biology, or gynaecologic oncology. The initial appointment will be for three years with a salary provided by the Department. The successful applicant will be expected to obtain salary support from an external granting agency. The appointee will be expected to participate in teaching of graduate students and to supervise such students in their thesis work. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and Permanent Residents. The University of British Columbia welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. Apolications, together with a cumculum vitae, the names, addresses and phone numbers of three references, a statement of research interests and sample research publications should be sent to Dr. Peter C.K. Leung, Head of Research Division, Department of Obstetrics and Gynaecology, 4490 Oak Street, Vancouver, B.C. V6H 3V5; Telephone (604)875-2719; Fax (604)875-2717. The closing date for applications is October 30, 1994. The appointment as to commence on January 1, 1995 or es soon as possible thereafter.

UNIVERSITY OF BRITISH COLUMBIA - British Columbia's Women's Hospital and Health Centre. The UBC Department of Obstetrics and Gynaecology is seeking a Head for the Division of Maternal Fetal Medicine. The Division consists of eight full-time Maternal Fetal Medicine subspecialists who have academic, research, and clinical duties at B.C.'s Women's Hospital and Health Centre. The facility serves as the only tertiary referral centre for British Columbia and provides service for an average of 7,200 births annually. Members of the division are active in obstetrical care involving prenatal diagnosis, ultrasound, and high risk referral. Candidates should have a proven track record of productive research, academic, clinical and administrative leadership. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and Permanent Residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Academic rank (grant-tenure track) and salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. The closing date for applications is November 1, 1994. The appointment is to commence on January 1, 1995. Interested applicants should respond with Curriculum Vitae and 3 reference letters to: Dr. J.L. Benedet, Professor and Head, Department of Obstetrics and Gynaecology, University of British Columbia, Room 2H30, 4490 Oak Street, Vancouver, B.C. V6H 3V5.

OCCUPATIONAL THERAPY

UNIVERSITY OF WESTERN ONTARIO - The Department of Occupational Therapy at The University of Western Ontario is seeking to edd to our complement of tenured and probationary (tenure stream) positions. In particular we are seeking individuels with clinical specialization and research locus in one or more of the following areas: Physical Medicine, Geronlology, or Assistive Technology. Preference will be given to candidates with combined expertise. Candidates must be Occupational Therapists, hold a PhD, and provide clear evidence of the ability to develop and sustain an independent, externally funded program of research. Preference will be given to candidates who heve a strong record of relevant research, e proven ability to teach at both the graduate and undergraduate levels, as well as experience in supervision of graduate students. Duties will include teaching, research, graduate student supervision and service. Salary and rank will be commensurate with qualifications and experience. Candidates should forward a curriculum vitae, supporting documents and the names of three referees to: Dr Helene J. Polatajko, Chair, Department of Occupational Therapy, Faculty of Applied Health Sciences, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. All applications should be received by December 15, 1994. Late applications may be accepted if suitable candidates have not been found. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Preference will be given to qualified Canadian citizens or permanent residents of Canada. All positions are subject to budget approval.

ONCOLOGY

McGILL UNIVERSITY - The Division of Pharmacokinetics in the Department of Oncology at McGill University is searching for a Research Assistant/Lab Supervisor with extensive experience in HPLC/GC methods development with an emphasis in chirel separations and coupled-column techniques. Education: B.Sc or B.A. in Chemistry. Work experience: supervising and teaching junior technicians; experience with immunoassays, tissue culture, molecular biology, x-ray defraction, protein purification as well as TLC, LC and GC; experience in quality control and data management; computer literate with experience in WordPerfect, Microsoft Word, Excel, Harvard Graphics, and various statistical packages (i.e., InStat). Willing to work with biological samples from HIV positive humans as well as blood, urine, and tissue samples from animals. Personal skills: able to work/cooperate with data managers and clinicians on clinical studies. Able to manage budget related to clinical studies. Understanding of research problems demonstrated by co-authored publications in professional journals. Work hours must be flexible; must be willing to work overtime and occasional weak-ends. Applications should be sent to: Dr. I.W. Wainer, Director, Pharmacokinetics Division of the McGill University Department of Oncology, Montreal General Hospital, 1650 Cedar, Rm B7113, Montreal, Quebec H3G 1A4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date is 10/31/94. McGill University rs committed to equity in employment.

PAEDIATRICS

QUEEN'S UNIVERSITY/HOTEL DIEU HOSPITAL - The Division of Developmental and Behavioural Paediatrics seeks a paediatrician with post-fellowship training in developmental paediatrics. The position includes clinical, academic and administrative responsibilities. The Child Development Centre provides consultation and continuing service to children with developmental, physical, learning and behavioural disabilities in an interdisciplinary setting and is a member of the Association of Treatment Centres on Ontario. This is a geographic full time position in the Faculty of Medicine at Queen's University. Academic rank and remuneration will depend upon qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications should be submitted by October 31, 1994 to: Dr. B.A. Wherrett, Head, Department of Paediatrics, Hotel Dieu Hospital, 166 Brock Street, Kingston, Ontario K7L 5G2.

PHARMACOLOGY

DALHOUSIE UNIVERSITY - Pharmacology. Dalhousie University is seeking an individual with a strong record of accomplishments in the areas of research, education and administration to provide leadership for its Department of Pharmacology. This position has responsibilities for the administration of the department's undergraduate, graduate and postgreduate academic programs and for promoting and enhancing the status of departmental research efforts. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications with an up-to-date curriculum vitae and the names of three referees to: Dr. R. Bortolussi, Pharmacology Search Committee, c/o Dalhousie University, Faculty of Medicine, 15th Floor, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7.

PHILOSOPHY

UNIVERSITY OF TORONTO - The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1995. PhD and evidence of excellent teaching required. Area of specialization: medieval philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. Closing date for receipt of applications: 15 November 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHYSICS

UNIVERSITY OF TORONTO - The Department of Physics plans to make a tenure track appointment at the rank of Assistant Professor, with a starting date of July 1, 1995. We seek candidates with a PhD in Physics, proven or potential excellence in both research and teaching whose interests lie in Experimental Quantum Optics. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and three letters of reference should be sent to Professor D. York, Chairmen, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. The deadline for the receipt of applications and letters of recommendation is Friday, December 30, 1994. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO - Senior Faculty Position. The Department of Physics at the University of Waterloo invites candidates with a strong record of research accomplishment in laser physics or condensed matter physics to apply for a senior faculty position at the level of associate or full professor. The research interests and research record of the successful candidate will be suitable for a University-Industry Research Chair. Salary is negotiable. Candidates should submit a curriculum vitae and a statement of research plans including information on industrial contract research and arrange for three letters of reference to be sent by October 31, 1994 to: Dr. J.R. Lepock, Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, TEL: (519)885-1211, Ext. 2214, E-mail: PHYSADM@PHYSICS.WATSTAR.UWATERLOO.CA, FAX: (519)746-8115. The Department of Physics at the University of Waterloo operates a joint graduate program with the University of Guelph, known as (GWP)2, i.e. the Guelph-Waterloo Program for Graduate Work in Physics. (GWP)2 includes about 60 faculty and 80 graduate students. Research at (GWP)2 is funded by over two million dollars in grants and contracts each year and spans essentially all areas of physics. The target appointment date for this position rs September 1, 1995, but this is flexible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds.

PHYSIOLOGY

UNIVERSITY OF TORONTO - Applications are invited for the position of Chair, Department of Physiology of the Faculty of Medicine at the University of Toronto. The successful candidate will have an active research program and a strong record of scholarly achievement. She or he must be committed to excellence in education and have the leadership qualities and administrative skills necessary to develop the academic programs of the Department. Applications should be sent to: Dr. Arnie Aberman, Dean, Faculty of Medicine, University of Toronto, Room 2109, Medical Sciences Building, 1 King's College Circle, Toronto, Ontario M5S 1A8, FAX (416)978-1774. Applicants should enclose a current curriculum vitae. Applications must be received before November 15, 1994. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANT PHYSIOLOGY

UNIVERSITY OF TORONTO - Plant Physiology. The Life Sciences Division of the Scarborough Campus of the University of Toronto invites applications for a tenure-stream position in plant physiology. Applicants must have a PhD (or equivalent), and preferably one or more years of postdoctoral experience. The successful candidate will be expected to take an active role in undergraduate and graduate teaching, and to develop a strong research program. Interested applicants should submit a complete c.v., a statement of research and teaching interests, three letters of recommendation, and copies of recent reprints to: Professor Colin M. MacLeod, Chair, Division of Life Sciences, University of Toronto, Scarborough Campus, Scarborough, Ontario M1C 1A4 Canada. Deadline for receipt of applications is 15 December 1994. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective 1 July 1995, subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada. The University of Toronto has an employment equity policy and encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

POLITICAL SCIENCE

YORK UNIVERSITY - Faculty of Arts, Department of Political Science. Applications are invited for a tenure-track position at the assistant professor level to be filled in Political Theory. Specializations in some combination of the following areas: contemporary liberal and democratic thought, law and politics, and justice and gender, and the ability to teach the history of political thought are required. Appointment to commence July 1, 1995. Requirements: PhD or equivalent; demonstrated research and teaching abilities and demonstrated publication abilities. Salary: commensurate with qualifications. Applicants should send a CV, appropriate samples of their scholarship, teaching evaluations, and arrange to have three letters of reference to be sent to: Prof. H. Simmons, Chair, Department of Political Science, Faculty of Arts, 5669 Ross, York University, North York, Ont. M3J 1P3. Deadline for applications is Jan. 2, 1995. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - Faculty of Arts, Department of Political Science. Applications are invited for a tenure-track position at the Assistant professor level to be filled in International Political Economy (preferred emphasis on problems of international finance, global ecology, or global order). Appointment to commence July 1,

VICE-PRESIDENT, ACADEMIC

Founded in 1853, St. Francis Xavier University is a liberal arts university with a profoundly Catholic ethos and tradition, embracing within its university community faculty, staff and students of diverse religious, racial, national, and socio-economic backgrounds. It is committed to excellence in teaching and research and to serving development needs of the community locally and internationally. There are 180 faculty members, 3,000 students and a total staff of 470. There is residence accommodation for 1,400 students. Degrees and diplomas are offered in the Arts, Sciences and Applied Sciences through 24 academic departments.

The current Vice-President, Academic is retiring July 1, 1995, and we are seeking a replacement as of that date. The normal term of appointment is six years.

The Vice-President, Academic, is a member of the University's senior management team. The Vice-President is the senior officer responsible for research, and is a member of the Board of Governors and Senate. He/she is chair of a number of senior standing committees of the University and undertakes special assignments as requested by the President. He/she is responsible for academic appointments, and faculty complement, for the Library, University Computer Services, the Registrar's Office, and Athletics Department. The Vice-President coordinates the preparation of the budget for faculty, academic administration, and library; allocates academic space; is the chief administrative liaison officer in discussions with ST.F.X.A.U.T.; and is responsible for the preparation of statistics and projections required by outside agencies. The University offers an excellent benefits package.

Applications and nominations, with curriculum vitae, may be addressed in confidence, before **October 31, 1994** to:

Dr. D.J. Lawless
President
St. Francis Xavier University
P.O. Box 5000
Antigonish, Nova Scotia
B2G 2W5

Numata Chair of Buddhist Studies

The University of Calgary invites applications for the position of Chairholder of the Numata Chair of Buddhist Studies for the 1995 Fall term (September 1 - December 31, 1995) or the 1996 Winter term (January 1 - April 30, 1996). We will consider applications also for Fall or Winter terms within the next five years (submit application at least one and a half years in advance). The successful candidate will be responsible for one graduate level and one upper level undergraduate course in Buddhist Studies in the Department of Religious Studies, and one public lecture in Lethbridge during tenure.

The Department of Religious Studies offers BA and MA degrees in three areas including Eastern Religions. The University also offers an interdisciplinary program in Asian Studies.

Applicants should have an outstanding publication record, teaching experience in Buddhist Studies, and Professorial status. Salary, at the Full Professor level, will be commensurate with experience. Full return airfare will be paid for the Chairholder and spouse (when accompanying the Chairholder for the full period of appointment). In addition, there will be an allowance for research.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

For the upcoming competition, applications, with an up-to-date curriculum vitae, should be sent by January 1, 1995 to:

Dr. Cooper H. Langford
Vice-President (Research)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
FAX:(403) 289-8926

THE UNIVERSITY OF CALGARY

HONG KONG POLYTECHNIC

香港理工學院

Professor of Manufacturing Engineering in the Department of Manufacturing Engineering

The Hong Kong Polytechnic, established in 1972, is a large and dynamic institution ot higher education offering over 200 courses in a wide variety ot subjects, at levels ranging trom Higher Diplomas and Degrees through to Masters and Doctorate Degrees. The number ot enrolled students is approximately 26,000 with a tull-time equivalent student population ot around 13,500. The academic structure consists of 6 Faculties comprising 25 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres. It is anticipated that the Polytechnic will be renamed the Hong Kong Polytechnic University during the 1994/95 academic year.

The Department of Manutacturing Engineering torms part ot the Faculty ot Engineering. The Faculty consists ot four Departments: Electrical Engineering, Electronic Engineering, Mechanical & Marine Engineering and two Centres: Center tor Maritime Studies, and Jockey Club Rehabilitation Engineering Centre.

The Department ot Manutacturing Engineering presently offers a wide range ot courses including the part-time modular MSc and PgD in Industrial Automation, a sandwich/full-time BEng(Hons) degree course, a 2-year full-time Higher Diploma course, a modular part-time Post-experience Scheme in Manufacturing Engineering, the 1-year PeC in a Management Services in both PTE and PTDR (self-tinancing) modes and the Higher Certificate courses in Manufacturing Engineering (to be phased out in 1995) and in Quality and Reliability Engineering. The Department also runs, in conjunction with the University ot Warwick, a part-time IGDS/Eng D program leading to MSc Degrees in Manutacturing Systems Engineering and Engineering Business Management and Engineering Doctorate Degree in Engineering respectively to be awarded by the University of Warwick. The new appointee will be expected to develop research programs, obtain research grants and supervise graduate research students, besides participating in the teaching program ot the Department.

Qualifications and Experience

The candidate should have a professional qualitication in Engineering. In addition, the candidate should have a PhD with a strong record ot research activity and publications as well as some administrative experience and qualities ot leadership.

Salary and Conditions of Service

The salary is within a range and not less than HK$915,840 p.a. (CAN$1 = HK$5.6 approximately as at 8 September 1994.)

Initial appointments at this level are normally made on a fixed term gratuity-bearing contract of tour years at the end ot which, re-appointment is subject to mutual agreement. Other benefits include subsidized housing, leave, passages, medical and dental schemes, and children's education allowance.

Applications

Application including curriculum vitae and names ot three referees should be sent to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before **30 October, 1994**, (Fax 852-364-2166). Further information is available from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill this post or to make an appointment by invitation.

The UNIVERSITY of WESTERN ONTARIO

invites nominations and applications
for the position of

Vice-President (External)

The Vice-President (External) is responsible for overseeing the planning, design, implementation, assessment and administration of the University's fund raising activities and overall University relations program which advances and enhances the University's image and reputation as both an international academic leader and a good corporate citizen in local, provincial, national and international constituencies.

The Vice-President (External), who reports to the President, provides leadership and coordination of planning and programming to amplify both the University's good will and financial benefits in both the short and long term.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 26,000 full- and part-time students in degree programs at the undergraduate and graduate levels. Western's faculty receive each year numerous major scholarly awards and over $50 million in external research grants. The University is committed to excellence in both teaching and research, and recruits outstanding students and faculty in pursuit of that objective. The Vice-President (External) is part of the President's senior administrative team working to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record in public relations, fund raising, and administration within a large and complex organization. It is critical that the individual possess superior communication skills.

Nominations and applications, including an up-to-date *curriculum vitae*, should be submitted, in confidence, to:

Dr. Paul Davenport
Chair, Selection Committee for Vice-President (External)
290 Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

The appointment will commence on a date agreed upon by the President and successful candidate.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

1995. Requirements: completed PhD or equivalent; demonstrated research and teaching experience and demonstrated publication abilities. Candidates must also demonstrate an immediate ability to teach and supervise graduate students. Salary commensurate with qualifications. Applicants should send a CV, appropriate samples of their scholarship, teaching evaluations, and arrange to have three letters of reference to be sent to: Prof. H. Simmons, Chair, Department of Political Science, Faculty of Arts, S669 Ross, York University, North York, Ont. M3J 1P3. Deadline for applications is Jan. 2, 1995. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the assistant professor level in Health Psychology. Of particular interest are candidates with expertise in one or more of the following: Women and Health; Clinical Aspects of Health Psychology; Social-Personality Components of Health. Duties include teaching in both the graduate and undergraduate programs. Candidates should have a promising publication record and program of research. Enquiries and applications, with CV, three letters of reference, and relevant reprints, should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the assistant professor level in Theory and Models in Psychology, both contemporary and historical. Duties include teaching in both the graduate and undergraduate programs. Candidates should have a promising publication record and program of research. Enquiries and applications, with CV, three letters of reference, and relevant reprints, should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

UNIVERSITY OF GUELPH - Applications are invited for a tenure-track position at the Assistant Professor level in the area of Applied Social Psychology. The successful candidate will be expected to contribute primarily to the integrated PhD program in Applied Social/Developmental Psychology. Applicants should have a background in applied social psychology and a strong program of applied scholarly research. Preference will be given to candidates with methodological skills in field research, action research and, especially, qualitative analysis, and who are able to teach both core (e.g., applied social, social/community intervention, social policy) and specialized courses in applied social psychology. Professional skills in intervention, consultation, program planning, policy, or mediation would be a definite asset. Candidates will also be expected to contribute to the undergraduate program in the areas of social and applied social psychology and preferably also in the area of personality and individual differences. In their letter of application candidates should specifically address how their skills and experience address the specific position requirements outlined above. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. Applications, together with curriculum vitae and the names of three referees, should be sent to Dr. Michael Sobol, Acting Chair, Department of Psychology, University of Guelph, Guelph, Ontario N1G 2W1 by December 30, 1994.

UNIVERSITY OF TORONTO - Cognitive Psychology. The Life Sciences Division at the Scarborough Campus of the University of Toronto invites applications for a tenure-stream position in cognitive psychology. Applicants must have a PhD (or equivalent), and should also have strong quantitative/statistical skills. The successful candidate will be expected to take an active role in undergraduate and graduate teaching, and to develop a strong research program. Interested applicants should submit a complete c.v., a statement of research and teaching interests, three letters of recommendation, and copies of recent reprints to: Professor Colin M. MacLeod, Chair, Division of Life Sciences, University of Toronto, Scarborough Campus, Scarborough, Ontario M1C 1A4. Deadline for receipt of applications is 15 December 1994. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective 1 July 1995, subject to budget approval. In accordance with Canadian immigration requirements,

LAKEHEAD UNIVERSITY

DEAN OF FORESTRY

Lakehead University is seeking applications and nominations for the position of Dean of Forestry. The Dean will be responsible to the Vice-President (Academic) for planning, management, and administration of the Faculty. The successful applicant will possess appropriate management experience and a record of distinction in academic and/or other settings. Also, the successful applicant will be conversant with current forestry issues and have contacts within the profession, industry, government, and national and international agencies. Located in the middle of Canada's forests, Lakehead University's Faculty of Forestry has modern teaching and research facilities with 20 faculty members and 12 technologists. The Faculty offers a two-year technical undergraduate program, a four-year baccalaureate program with a co-op option, and two graduate programs at the Masters level.

The appointment would be for a five-year term commencing July 1, 1995. It is expected that the Dean will be appointed at a senior academic rank.

Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. Letters of nominations should include biographical details of the person nominated. Applications and nominations should be submitted by January 1, 1995 to:

Dr. John Whitfield
Vice-President (Academic)
Lakehead University
955 Oliver Road
Thunder Bay, Ontario
P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Deadline for applications is December 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the assistant professor level in Assessment/Diagnostics. Of particular interest are candidates with expertise in advancing both the science and the application of assessment and diagnostic strategies. Duties include teaching in both the graduate and undergraduate programs. Candidates should have a promising publication record and program of research. Enquiries and applications, with CV, three letters of reference, and relevant reprints, should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

UNIVERSITY OF GUELPH - Applications are invited for a tenure-track position at the Assistant Professor level in the area of Applied Social Psychology. The successful candidate will be expected to contribute primarily to the integrated PhD program in Applied Social/Developmental Psychology. Applicants should have a background in applied social psychology and a strong program of applied scholarly research. Preference will be given to candidates with methodological skills in field research, action research and, especially, qualitative analysis, and who are able to teach both core (e.g., applied social, social/community intervention, social policy) and specialized courses in applied social psychology. Professional skills in intervention, consultation, program planning, policy, or mediation would be a definite asset. Candidates will also be expected to contribute to the undergraduate program in the areas of social and applied social psychology and preferably also in the area of personality and individual differences. In their letter of application candidates should specifically address how their skills and experience address the specific position requirements outlined above. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. Applications, together with curriculum vitae and the names of three referees, should be sent to Dr. Michael Sobol, Acting Chair, Department of Psychology, University of Guelph, Guelph, Ontario N1G 2W1 by December 30, 1994.

UNIVERSITY OF TORONTO - Cognitive Psychology. The Life Sciences Division at the Scarborough Campus of the University of Toronto invites applications for a tenure-stream position in cognitive psychology. Applicants must have a PhD (or equivalent), and should also have strong quantitative/statistical skills. The successful candidate will be expected to take an active role in undergraduate and graduate teaching, and to develop a strong research program. Interested applicants should submit a complete c.v., a statement of research and teaching interests, three letters of recommendation, and copies of recent reprints to: Professor Colin M. MacLeod, Chair, Division of Life Sciences, University of Toronto, Scarborough Campus, Scarborough, Ontario M1C 1A4. Deadline for receipt of applications is 15 December 1994. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective 1 July 1995, subject to budget approval. In accordance with Canadian immigration requirements,

Dean, Faculty of Management
The University of Manitoba

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Management.

The Faculty of Management at The University of Manitoba has a complement of 60 full-time academic staff, 3 full-time and 22 part-time sessional lecturers with a support staff of 31. The Faculty offers programs leading to the Bachelor of Commerce (Honours), Master of Business Administration, Master of Science and Doctor of Philosophy degrees. The enrolment of 1993-94 in the Faculty was 891 full-time and 423 part-time undergraduate, as well as 101 full-time and 151 part-time graduate students.

This large and diverse Faculty requires a Dean with proven capacity to provide leadership and to manage through collaboration, teamwork and persuasion. The incumbent will be expected to lead the Faculty in the further development of an effective teaching and learning environment, research and scholarship, and service to the university, community, and professions.

Applicants and nominees should have excellent managerial ability and be recognized for their achievements in business or management education. A minimum of a Master's degree in a discipline or profession relevant to the field of management is essential. A Ph.D. and work experience in post-secondary education would be regarded as assets.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Applications will begin to be considered after October 31, 1994. Nominations and applications (including the names of three referees) should be sent in confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

UNIVERSITY OF REGINA

Department of Film and Video

Applications are invited for a Department Head (a new tenure-track position at a rank commensurate with qualifications). Applicants will normally have a Ph.D. or equivalent in Film Studies. Strong administrative and teaching experience as well as scholarly publications are required. Candidates should be willing to provide dynamic leadership in a small but vigorous academic unit in the Fine Arts. Major areas of specialization should include at least one of the following: film theory, television studies, and/or gender and media studies. Practical experience in Film and Video making would be an asset.

The Department offers both the BFA in Film and Video Production and the BA and BA Honours in Film Studies and is currently the only university program east of Vancouver and west of Toronto to do so. The Department is working with other University units to develop interdisciplinary responses to art, culture and technology.

As a program situated within the Faculty of Fine Arts, the Department of Film and Video approaches its subject matter as a means of artistic and cultural expression. By focusing on the creative process, technology, and the theoretical and critical analysis of Film and Video texts, the Department offers an environment which integrates the Studies and Production disciplines.

Please submit applications with curriculum vitae, a sample of published work and the names of three referees who have been asked to send letters by **November 15, 1994** to:

Dr. Mary A. Blackstone
Dean
Faculty of Fine Arts
University of Regina
Regina, Saskatchewan
S4S 0A2

The University of Regina is committed to employment equity. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada. The University of Toronto has an employment equity policy and encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

THE UNIVERSITY OF ALBERTA - Department of Psychology, Faculty of Arts, is seeking applications from candidates who can contribute to the further development of a program in Cognitive Science. One individual will be hired into tenure-track position at the junior Assistant Professor level, salary range $40,035 to $57,003. The appointment takes effect July 1, 1995; PhD should be completed by that date. Special consideration will be given to candidates who have expertise both in basic research and in applied, problem-oriented areas. Candidates should have significant interdisciplinary interests; the individual hired will have the potential to further develop links across existing areas in the Department, as well as links with other Departments and the extramural research community. Decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. We encourage applicants from the following three areas; we currently have one vacancy to fill: Cognition and Aging. Expertise in memory, language, or cognition as they relate to normal aging or to age-related pathologies. Cognitive Psychology: Expertise in any area of cognition. Individuals with broad interests in language processing and cognitive science, and research expertise in psycholinguistics, discourse processing, speech comprehension and production, word perception and/or reading will be given special consideration. Social Cognition: Experts in such areas as social judgment and decision-making, social memory, beliefs and attitudes, affect, motivation, social psychophysiology, and/or interpersonal relations are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should include a curriculum vitae, statement of research interests, three letters of recommendation, and reprints or recent publications. These materials should be sent to the Chair of the appropriate search committee (e.g., Chair, Cognition and Aging Search Committee), Department of Psychology, University of Alberta, Edmonton, Alberta, Canada T6G 2E9. To receive full consideration, all materials must be received by November 30, 1994. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

THE UNIVERSITY OF WESTERN ONTARIO - Department of Psychology invites applications for a probationary (tenure-track) appointment at the Assistant or Junior Associate Professor level. We are seeking applicants with strong research interests in any area of clinical psychology. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada, though for those individuals specializing in child-clinical, we have been given permission to also consider applications from citizens of other countries. The successful candidate will have demonstrated abilities in research and teaching. The Clinical program adheres to the scientist-practitioner model and is CPA and APA accredited. Candidates should send a copy of their curriculum vitae, three publications, and three letters of reference to: Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The position is subject to budgetary approval. The scheduled starting date is July 1, 1995. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO - Psychology. The Department of Psychology at the University of Waterloo anticipates openings at the level of assistant professor in the following areas: Cognitive Psychology, Developmental Psychology, and Social Psychology. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in departmental activities. Methodological expertise and an ability to teach graduate statistics are desirable. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Consideration of applicants will begin January 2, 1995. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGION

WILFRID LAURIER UNIVERSITY - The Department of Religion and Culture invites applications for an appointment in East Asian Studies from persons who are able to support and help with the development of the Department's graduate and undergraduate programmes. The appointment begins July 1, 1995. Secondary competence in fields such as Islamic, Indigenous, or Women's Studies, and an interest in interaction between religions would be helpful to a candidate's consideration. The initial appointment would be a limited-term appointment, but, subject to budgetary approval, may become tenure track in subsequent years. Candidates should have a PhD, a good teaching record, and a record of publications. The university is committed to Employment Equity policies and encourages applications from all qualified women and men, including visible minorities and people with disabilities. Please forward curriculum vitae with names of three referees to Robert W. Fisher, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Interested persons may contact the Department for further information. Telephone (519)884-1970, Ex. 3330; Fax (519)884-8854; E-mail rfisher@machl.wlu.ca. Deadline for applications is November 11, 1994.

RELIGIOUS STUDIES

ST. THOMAS UNIVERSITY - The Department of Religious Studies at St. Thomas University invites applications for a tenure-track position, up to the level of Associate Professor, in Western Religious Traditions. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The primary field of study should be Islam. The successful candidate will be teaching undergraduate courses in Islam, Judaism, Women in Religion, as well as Introduction to Religious Studies. A PhD degree is required or imminent completion is expected. Applicants are asked to submit a curriculum vitae, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Dr. Michael George, Chair, Department of Religious Studies, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: November 15, 1994. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

UNIVERSITÉ D'OTTAWA - Département des sciences religieuses. Candidatures solicitées pour un poste de professeur(e) adjoint(e) menant à la permanence. Poste à temps complet. Date d'entrée en fonction: 1er juillet 1995. Doctorat pertinent à la sociologie de la religion. Dossier de recherche et de publications qui permette l'admission à l'École des Études supérieures. L'Université d'Ottawa est une université bilingue et le bilinguisme est une condition d'embauche. Affectations d'enseignement: cours du premier, deuxième et troisième cycles, en français et en anglais. Traitement et charge de travail en conformité avec la convention collective. Adresser la lettre de candidature, curriculum vitae, trois lettres de recommandation à: Madame Marie-Françoise Guédon, directrice, Département des sciences religieuses, Université d'Ottawa, 177 rue Waller, CP 450, Succ.A, Ottawa, Ontario K1N 6N5. L'Université applique une politique d'équité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyen(ne)s canadiens et aux résident(e)s permanents. Date de clôture: 15 novembre 1994.

UNIVERSITY OF OTTAWA - Department of Religious Studies. Applications are invited for a full-time, tenure-tract position to be an assistant professor starting July 1, 1995. Competence in the field of sociology of religion. Experience and publication record have to be such as to qualify the candidate as supervisor of graduate research and be a member of The School of Graduate Studies. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach undergraduate and graduate courses in both French and English. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. Marie-Françoise Guédon, Chairperson, Department of Religious Studies, University of Ottawa, 177 Waller Street, PO Box 450, Stn A, Onawa, Ontario K1N 6N5. The University is committed to an employment equity programme. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. Closing date: November 15, 1994.

TRINITY WESTERN UNIVERSITY - Religious Studies. Subject to budgetary approval, a tenure-track position beginning August, 1995, at rank of Associate Professor to teach Biblical Studies. The successful applicant will be required to teach in both the graduate and undergraduate programs. A minimum of five years of teaching experience (at both graduate and undergraduate levels), record of research and publication, and facility in Greek, Hebrew, and Aramaic are required. Preference will be given to someone with expertise in the Bible and an interest in archaeology. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. CV's and letters of reference should be addressed to Dr. Philip Wiebe, Assistant Dean, Faculty of Arts and Religious Studies, Trinity Western University, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

RESEARCH

UNIVERSITY OF GUELPH - A Farming Systems Research (FSR) program is being developed at the University of Guelph as a component of a broader Agro-food Systems Research Program. The FSR program will also be closely associated with the program of a Chair in Ecosystem Health funded for four years through ECO-RESEARCH. A Tri-Council Green Plan program of the Government of Canada. A tenure track position in the Ontario Agricultural College, is available at the Assistant or Associate Professor level for an established scientist to provide leadership in the FSR program. Candidates must have a broad understanding of the components of agricultural systems, a strong commitment to a systems approach to multidisciplinary research and a demonstrated ability to provide leadership to an interdisciplinary team. Familiarity with the use of mathematical analysis and modelling procedures in agricultural systems research is desirable. As a faculty member of the University of Guelph, genuine commitment to student education and interaction is essential. The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, statement of research interests, three letters of reference, and reprints of recent publications should be sent to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

McGILL UNIVERSITY - Sociology. Applications are invited for two tenure track appointments at the assistant professor level, commencing September 1995 (subject to budgetary approval). Candidates should have a PhD. Minimum starting salary is $40,980 per annum. Hiring priority will be given to those with substantive specialization in medical sociology or family/gender, although outstanding applicants with other specializations will be considered. Candidates must be able to teach, at the graduate level, either advanced quantitative methods or qualitative field research methods. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

McGILL UNIVERSITY - Sociology. Applications are invited for two tenure track appointments at the assistant professor level, commencing September 1995 (subject to budgetary approval). Candidates should have a PhD. Minimum starting salary is $40,980 per annum. Hiring priority will be given to those with substantive specialization in medical sociology or family/gender, although outstanding applicants with other specializations will be considered. Candidates must be able to teach, at the graduate level, either advanced quantitative methods or qualitative field research methods. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

RHEUMATOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Mary Pack Chair in Rheumatology. The Department of Medicine invites applicants for a research chair in the Division of Rheumatology. Preference will be given to those individuals who have developed or are able to develop a vigorous, independent research program. This program may be based in either the basic or clinical sciences related to rheumatologic diseases. This position will begin July 1, 1995. An F.R.C.P.(C) or equivalent is a prerequisite for this position and preference will be given to candidates with PhD training as well. Appointment will be in the academic stream (grant tenure) and at a rank and salary commensurate with qualifications and experience. Please submit a letter of application outlining areas of expertise and strengths, the names of three referees and a current CV no later than November 30, 1994 to: Dr. G.B.J. Mancini, Head, UBC Department of Medicine, Vancouver Hospital & Health Sciences Centre, S-169 Koerner Pavilion, 2211 Wesbrook Mall, Vancouver, B.C. Canada V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

SOCIAL SCIENCE

UNIVERSITY OF WESTERN ONTARIO - Applications and nominations are invited for the position of Dean, Faculty of Social Science. The University of Western Ontario. The appointment, to be effective July 1, 1995, is for a period of seven years, renewable. Candidates should have an established reputation as an academic research and teacher and should have the necessary administrative and inter-personal skills to provide leadership for the continuing development of the academic programs and research within the Faculty. The University of Western Ontario has a total enrolment of over 26,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Social Sciences has over 200 full-time faculty members in eight different departments. The undergraduate programs have nearly 6,000 full-time students. The Faculty is very active in research and graduate teaching with over 300 full-time equivalent graduate students. Nominations and applications should be submitted immediately to Professor T.J. Collins, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. The closing date for applications is December 1, 1994. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SOCIAL WORK

LAKEHEAD UNIVERSITY - Applications are invited for two probationary (tenure track) appointments in the Department of Social Work commencing August 1, 1995. The Department emphasizes a unique northern based task-centred ecological systems approach to social work practice and wishes to attract individuals with an interest in developing and enriching our curriculum in the areas of policy, management, practice and/or research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD (D.S.W.) in Social Work or be close to completing their PhD (D.S.W.). This position is subject to final budgetary approval. An application including a curriculum vitae and the names, addresses and telephone numbers of three referees should be forwarded before December 16, 1994 to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

SOCIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in

Acadia University
Wolfville, N.S.
Dean of Arts

Acadia University invites applications or nominations for the position of Dean of Arts which will become vacant on 1 July 1995. The Faculty of Arts offers degree programs leading to the Bachelor of Arts, Bachelor of Arts (Hons.), Bachelor of Music, Bachelor of Music Education and Master of Arts. The Faculty's programs are firmly rooted in Acadia University's high quality liberal education traditions.

There are 92 full-time equivalent faculty positions, 12 Departments, Schools and programs, 1272 undergraduate and graduate students in the Faculty.

Reporting to the Vice President (Academic) and Provost, the Dean is expected to provide strong and imaginative leadership in teaching and research, management of faculty resources and planning for the future. Candidates for the Deanship must have a doctorate, a record of scholarly achievement and successful experience in academic administration.

Written nominations or applications for this position, accompanied in the latter case by a curriculum vitae and the names of three referees, should be sent no later than **1 December 1994** to:

Dr. Cecil A. Abrahams, Vice President (Academic) and Provost, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Telephone (902) 542-2201, Fax (902) 542-1516.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

Acadia University
invites applications from and nominations of qualified individuals for the position of
University Librarian
to take office on or before 1 July 1995.

The University Library offers access to resources and services to support undergraduate programmes in the liberal arts and sciences, in professional schools, and in selected graduate programmes. The University has a limited enrolment of approximately 3700 full-time students, over fifty percent of whom live on campus.

The University Librarian, as a key University administrator, reports to the Vice President (Academic) and Provost and is responsible for management of the Library (including budget, collections, services, automated systems and the Archives) and Audio Visual Services. The University Librarian directs 38 full-time staff members, including 9 professional librarians.

Candidates must have professional qualifications in librarianship and substantial successful administrative experience in academic libraries. Specific qualifications include an understanding of the issues facing academic libraries, experience in the implementation, development, and management of state-of-the-art information technologies, an ability to provide leadership in planning within a collegial environment, and a capacity to represent the library both within the University and externally.

The appointment normally will be made for a term of six years.

Written applications or nominations for this position, accompanied by a detailed curriculum vitae and the names of three referees, should be submitted by **1 December 1994** to:

Dr. Cecil A. Abrahams, Vice President (Academic) and Provost, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Telephone (902) 542-2201, Ext. 1357, Fax (902) 542-1516.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

McGill
FACULTY POSITION IN MICROBIOLOGY

McGill University invites applications for a tenure-track faculty position in the Department of Microbiology and Immunology. The rank of the appointment will be commensurate with experience. Applications are encouraged from candidates who use genetic approaches to study molecular microbiology and microbial physiology in either procaryotic or eucaryotic systems. Applications will also be considered from candidates with expertise in any microbe-oriented area of research, including nucleic acid metabolism, protein structure and function, development and regulation. Ph.D. and/or M.D. and relevant post-doctoral experience are required. The successful candidate will be expected to develop an active, externally-funded research program and to supervise the training of graduate students. Additional responsibilities include participation in undergraduate and postgraduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Non-Canadians and non-residents are encouraged to apply. Applicants should submit a curriculum vitae, a two-page statement of research interests, and the names of three referees who have been requested to send letters of reference to:

Search Committee
Microbial Physiology/Genetics
Department of Microbiology and Immunology
McGill University
3775 University Street
Montreal, Quebec
Canada, H3A 2B4
FAX: (514) 398-7052
E-mail: AD13@MUSICA.MCGILL.CA

"McGill University is committed to equity in employment"

University of Toronto
Faculty of Education

Applications are invited for two tenure-stream positions. Preferred candidates for each will possess a doctoral degree and have relevant field-based experience. Knowledge about the education of teachers, and demonstrated scholarship are requirements.

- **Curriculum and Instruction: Mathematics Education**
- **Curriculum and Instruction: Science Education**

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence July 1, 1995, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by **December 1, 1994** to Professor Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, Ontario, M5S 2R7. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

employment. Interested persons should write to The Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7, enclosing a curriculum vitae and a sample of their work. Candidates should have three referees write on their behalf. Applications should be received before December 1st, 1994.

SPANISH

UNIVERSITY OF TORONTO - The Department of Spanish and Portuguesa. Tenure-track position in Spanish language at Assistant Professor level, effective 1 July 1995. PhD required. Applicants should have a commitment to research and scholarly publication in theoretical, historical or applied Spanish linguistics, native/near native proficiency in Spanish, experience in teaching English/Spanish translation, and interest in language pedagogy. Willingness to teach any level is a requirement; experience in media-lab technologies would be an asset. Applications must be received by November 15, 1994. Please send a letter of application, curriculum vitae and names, addresses and telephone numbers of three references to Professor W.L. Rolph, Chair, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario M5S 1A1. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

STATISTICS

UNIVERSITY OF MANITOBA - The Department of Statistics at the University of Manitoba invites applications for a tenure-track appointment at Assistant Professor rank in the field of Statistics. The appointment will begin on July 1, 1995. The successful candidate must have a PhD (completed or near completion) in Statistics and have demonstrated competence in teaching and research in the area of Probability Theory, Stochastic Processes and/or Statistical Inference. The position is subject to budgetary approval. The current salary range at Assistant Professor rank is $35,328 - $48,000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free work environment, save for specially designated areas. Please send application including an updated curriculum vitae and three letters of reference to: Dr. Smiley W. Cheng, Chair, Search Committee (Statistics), Department of Statistics, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N3. Telephone: (204)474-8172; Fax: (204)275-5011; E-mail: Smiley_Cheng@UManitoba.Ca. Closing date for receipt of applications is October 31, 1994.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for a tenure track position at the Assistant or Associate Professor level in Statistics beginning after January 1, 1995. The successful candidate must have a PhD in Statistics and an actively developing research program with emphasis on statistical applications in industry, science or technology. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 1994. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and man, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UROLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Medicine, Department of Surgery. The Vancouver Hospital & Health Sciences Centre and the University of British Columbia are seeking an outstanding academic researcher for a Fulltime Faculty appointment in the Division of Urology, Department of Surgery. Applicants must have a PhD in molecular or cell biology and have a special interest and expertise in prostate cancer research. The fulltime research position includes an academic, grant tenure-track faculty appointment with minimal teaching and administrative responsibilities. The faculty member will work in the Department of Cancer Endocrinology at the British Columbia Cancer Agency with 12,000 square feet of shared laboratory space equipped with all the equipment and facilities for molecular and cellular biology research. Collaborative opportunities with clinicians and scientists are readily available and encouraged. The individual we seek for this position would be most suitably a researcher in the early stages of their independent research careers. Rank and salary will be commensurate with qualifications and experience. Anticipated start date will be January 1, 1995. The University of British Columbia welcomes all qualified applicants, especially woman, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a letter of application and updated curriculum vitae by November 30, 1994 to: Dr. Martin Gleave, W.H. Hudson Foundation for Urologic Research, Division of Urology, Vancouver Hospital & Health Sciences Centre, D-9, 2733 Heather Street, Vancouver, B.C. V5Z 3J5 Canada.

WOMEN'S STUDIES

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

ACCOMMODATION

PROVENCE, FRANCE: Luberon area. Selection of houses to rent for the school year 1994-95. Call Penny Paterson (011-33) 42.28.46.06 or FAX (011-33) 42.28.41.19.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTER facilitates temporary teaching exchanges on this continent and abroad by enabling college/university faculty to contact each other. FEC also facilitates house exchanges for those interested only in travel/study. The Center serves individuals and institutions. For details write: FEC, 952 Virginia Avenue, Lancaster, PA, USA 17603 or call listening line 717-393-1130 for free literature and application forms. Please note what/where you teach.

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HONG KONG POLYTECHNIC
香港理工學院

Applications are invited for the following posts:

DEPARTMENT OF HOTEL & TOURISM MANAGEMENT

(1) **University Senior Lecturer**
(2) **Principal Lecturer**
in one or more of the following areas: Hospitality Management/Service Management/Sales & Marketing/ Tourism Management
Candidates should have (a) a higher degree, preferably a PhD; (b) substantial relevant teaching experience and/or practical experience; and (c) a strong record in academic research and scholarly activities.

The appointees are expected to (a) participate in teaching activities; (b) be involved in research; and (c) actively participate in associated administrative duties. Appointees to post (1) will be deployed primarily in degree level work, and a greater involvement in research and other scholarly activities is expected.

Preference will be given to candidates with experience in hotel and tourism industry.

DEPARTMENT OF ELECTRONIC ENGINEERING

(3) **University Lecturers** in the following areas: Mobile Communication and RF design, High Speed Networks, Fibre Optics, Telecom Software and Networking/ Distributed Processing, Operating Systems and Concurrent Programming, Software Engineering, Data Structure and Data Base Management Systems, Functional and Object-Oriented Programming, High Performance Computer Architecture/Intelligent Systems, Neural Networks and Fuzzy Theory/Modern DSP Applications, Speech/Digital TV and HDTV, Electronic Circuit and ASIC Design.

The appointee will be required to teach up to post-graduate level and conduct research in one or more of the above-mentioned areas.

Candidates are expected to have a PhD degree and a good record in research and publication, preferably with professional/teaching experience.

Terms of Service
Initial appointments will be made on fixed term gratuity-bearing contract of two years at the end of which re-appointment is subject to mutual agreement. Other benefits include leave, medical and dental schemes, children's education allowance and subsidised housing where appropriate.

Salaries
University Senior Lecturer: HK$641,580 p.a. - HK$861,900 p.a.
University Lecturer: HK$412,9870 p.a. - HK$468,480 p.a./BAR/ HK$496,320 p.a. - HK$689,880 p.a.
Principal Lecturer: HK$610,620 p.a. - HK$787,740 p.a.

(NOTE: CAD$1 = HK$5.72 approximately as at 19 September 1994).

Applications
Send curriculum vitae and names of three referees to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before October 30, 1994. (Fax (852) 364-2166), or by E-mail (BITNET HKPOLY@HKPCC.HKP.HK). Further information is available from the same office.

The UNIVERSITY of WESTERN ONTARIO

invites nominations and applications for the position of

Provost & Vice-President (Academic)

The Provost & Vice-President (Academic) is responsible for the planning, development, administration and integrity of the academic affairs of the University. The Provost, who reports to the President, provides leadership and coordination of activities to ensure excellence in academic programs and to assist and expedite the academic functioning of the University.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 26,000 full- and part-time students in degree programs at the undergraduate and graduate levels. Western's faculty receive each year numerous major scholarly awards and over $50 million in external research grants. The University is committed to excellence in both teaching and research, and recruits outstanding students and faculty in pursuit of that objective. The Provost is part of the President's senior administrative team working to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record of scholarship and academic leadership, with superior skills in communication and interpersonal relations.

Nominations and applications, including an up-to-date *curriculum vitae*, should be submitted, in confidence to:

Dr. Paul Davenport
Chair, Selection Committee
for Provost & Vice-President (Academic)
290 Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

The appointment will commence July 1, 1995.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CAUT ACPPU
BULLETIN
ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

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Chair in Marine Science

School of Environmental & Marine Sciences,
Division of Science & Technology, Tamaki Campus

Vacancy UAC.488

Applications are invited for the newly created Chair in Marine Science in the School of Environmental & Marine Sciences at The University of Auckland. Persons in any interdisciplinary area of Marine Science are encouraged to apply. The development of the new Tamaki Campus of The University of Auckland has resulted in the creation of this new position.

Currently science and technology degrees in Environmental Science, Environmental Management, Sports Science, Electronics and Computing, Industrial Mathematics and Information Technology are offered at Tamaki. Undergraduate and graduate programmes in marine science are planned. Faculty of Science planning supports high quality interdisciplinary academic programmes which are complementary to those in the City Campus. An important recent development at Tamaki is the School of Environmental & Marine Science which will ultimately include the University's Leigh Marine Research Laboratory. The appointee will be expected to promote academic leadership within the School and to ensure close integration of research and teaching activities. The School of Environmental & Marine Science is comprised of two sections, namely, Environmental and Marine. The appointee will be responsible for the management of academic programmes in the Marine Section and will be expected in due course to assume responsibilities of Head of School.

Applicants must have strong records of research, publication and teaching at both the graduate and undergraduate level and a demonstrated ability to provide academic leadership. The position is open to applicants in any area of marine science, including oceanography, coastal and near-shore processes and marine biology. Preference will be given to those with a strong commitment to interdisciplinary studies.

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum.

Closing date: 5 December 1994.

Lectureship (Senior Lectureship) in Microbiology/Microbial Physiology/Fermentation Technology

School of Biological Sciences

Vacancy UAC.466

The School seeks to strengthen existing programmes in Biochemistry and Cellular and Molecular Biology through appointment of a Microbial Physiologist with experience in large scale fermentation. The appointee will participate in and coordinate the School's contribution to the BTech (Biotechnology) degree programme and take an active role in the establishment of a new fermentation facility for teaching and research. The successful applicant will establish a programme of independent research and collaborate with University researchers involved in research in Biochemistry and Molecular Biology who require access to fermentation facilities. This position is a lectureship, but an exceptionally well qualified candidate may be appointed to the Senior Lecturer scale. The appointment is tenurable.

Applicants must hold a PhD or equivalent qualification and have a record of innovative research and publication in the international literature. A candidate with experience of large scale fermentation is preferred. Applicants should be able to demonstrate an ability to attract external research grant support.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum (Lecturers), NZ$53,000 - NZ$61,000 per annum (Senior Lecturers).

Closing date: 1 November 1994.

Chair in Computer Science

Department of Computer Science
School of Mathematical & Information Sciences

Vacancy UAC.490.

The University of Auckland seeks to appoint a qualified Computer Scientist who has the research and teaching skills to make a significant contribution to its Department of Computer Science.

The University, with over 22,000 students, is sited in the heart of New Zealand's largest city. Auckland is the international gateway to New Zealand, the major industrial, commercial and cultural city in the country and offers an exceptional range of lifestyles and recreational activities.

Our Department of Computer Science occupied new well-equipped laboratories and offices in 1991 and offers a modern pleasant working environment in which the interests of academic staff are supported well. The Department has over 500 equivalent full-time students and is projected to have substantial future growth in graduate student numbers. The new Chair will be expected to play a leading role in developing advanced teaching and research within the Department.

Applications are welcomed from those who believe they are qualified for this challenging position. The successful applicant will be expected to have an accomplished teaching and research record. We are willing to accept applications from candidates from all backgrounds but may favour those in the applied or experimental Computer Science area.

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum.

Closing date: 28 November 1994.

Lectureship in Geography (Hydrology)

Department of Geography

Vacancy UAC.491

Applications are invited for a Lectureship in the Department of Geography, The University of Auckland, in the field of hydrology. Applicants with any specialism within hydrology that will strengthen the Department's expertise are encouraged to apply. Applicants should provide details of their hydrological research interests, together with any additional research and teaching in related fields.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 30 November 1994.

Lectureship in Business & Society

Department of Management Studies & Labour Relations
School of Commerce & Economics and
Graduate School of Business

Vacancy UAC.487

Management Studies & Labour Relations is one of six departments in the School of Commerce & Economics and the Graduate School of Business. Its responsibilities include teaching and research in the following areas: general management, organisational behaviour, organisational psychology, organisation theory, entrepreneurship and new ventures, human resource management, labour relations, business and society, Maori business development.

The appointee to the position in Business and Society will be expected to teach mainly within the areas of business/society issues, and business ethics. Applicants should specify additional areas within the Department in which they may be able to teach.

The Department teaches programmes at undergraduate, Masters and Doctoral level, as well as participating in Graduate School of Business, MBA, Diploma and Executive programmes. The Department has a strong research focus and the appointee will be expected to have relevant post-graduate qualifications and research interests.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 1 November 1994.

Lectureship/Senior Lectureship in Finance

Department of Accounting & Finance
School of Commerce & Economics and
Graduate School of Business

Vacancy UAC.485

The Department of Accounting & Finance is one of the largest in the University with an establishment of 38 academic positions. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business. In addition the Department provides supervision for BCom (Honours), Masters and PhD candidates researching a wide variety of topics. The University is seeking to appoint a Lecturer or Senior Lecturer in Finance who is able to contribute vigorously to the teaching and research programmes of the Department. For a superior applicant with suitable qualifications, appointment may be made at Associate-Professorship level.

Applicants should have a higher degree together with either a successful record of teaching and research or with appropriate professional experience. Appointment at Senior Lecturer level would normally require a doctorate.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum (Lecturers), NZ$53,000 - NZ$61,000 per annum (Senior Lecturers), NZ$71,000 - NZ$77,000 per annum (Associate-Professors).

Closing date: 1 November 1994.

Lectureships in Law (2)

Department of Law

Vacancy UAC.493 and UAC.494

The School of Law invites applications for the following two vacancies. The School at present has a staff of five Professors, seven Associate-Professors, 11 Senior Lecturers and 12 Lecturers. It teaches a range of students from undergraduate to Masters and PhD levels.

Vacancy UAC.493 Applicants must have a higher degree, a quality publications record and significant law teaching experience. It is hoped to make the appointment in an area of Family Law but applications from candidates with experience in any area of law will be considered.

Vacancy UAC.494 Applicants must have a higher degree, a quality publications record and significant teaching experience in the field of Company Law.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum (Lecturers), NZ$52,000 - NZ$60,944 per annum (Senior Lecturers).

Closing date: 1 November 1994.

Lectureship

Department of Commercial Law
School of Commerce & Economics and
Graduate School of Business

Vacancy UAC.474

The Department of Commercial Law is one of the six departments in the School of Commerce and Economics. Its responsibilities include specialist law teaching within the BCom, MBA and various diplomas, and highly regarded postgraduate programmes for both law and commerce graduates.

Members of the Department are also heavily involved in the newly established Research Centre for Business Law which has been set up by the University to encourage advanced research across departmental and faculty lines.

The University has a strong research tradition in the field of commercial law. It now wishes to add to that strength by making a further appointment in that subject. Applicants are expected to have a higher degree in law, and it is desirable that they also have a publishing record and teaching experience. Preference may be given to candidates who can teach in the areas of finance law (particularly international finance law), insurance, personal securities, and banking law.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 1 November 1994.

Associate-Professorship & Lectureships/Senior Lectureships (2) in Financial Accounting, Management Accounting or Accounting Systems

Department of Accounting & Finance
School of Commerce & Economics and
Graduate School of Business

Vacancy UAC.483

The Department of Accounting & Finance is one of the largest in the University with an establishment of 38 academic positions. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business. In addition the Department provides supervision for BCom (Honours), Masters and PhD candidates researching a wide variety of topics. The University is seeking to make appointments at the Associate-Professorship, Senior Lectureship and Lectureship levels who are able to contribute vigorously to the teaching and research programmes of the Department.

Applicants should have a higher degree together with either a successful record of teaching and research or with appropriate professional experience.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum (Lecturers), NZ$53,000 - NZ$68,000 per annum (Senior Lecturers), NZ$71,000 - NZ$77,000 per annum (Associate-Professors).

Closing date: 1 November 1994.

Lectureship in Archaeology

Department of Anthropology

Vacancy UAC.476

The University of Auckland wishes to appoint to a tenurable Lectureship in Archaeology in the Department of Anthropology. Candidates must have a PhD or equivalent qualification and a record of research publication. The appointee will be expected to have a continuing commitment to research. Duties will include teaching and supervising research in the archaeology of the historic period in New Zealand and the Pacific, and contributing to courses on the emergence of complex societies and early states. The Department welcomes applications from scholars with additional experience and skills. Candidates with theoretical perspectives and research interests applicable to New Zealand and/or the Pacific region may be preferred.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 1 November 1994.

Conditions and Procedures for All Positions

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7999 ext 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the relevant closing date.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

A very sincere thank you to all the CAUT/ACPPU members who supported us during the 1994 season.

Very special recognition to the Universities in Atlantic Canada, Western Canada, and closer to home Southern Ontario. We are always glad to hear from you and it gives us pleasure to serve you.
Again, thanks to you all from Don, Janet and Erna, your dedicated CAUT/ACPPU team of consultants.

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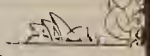

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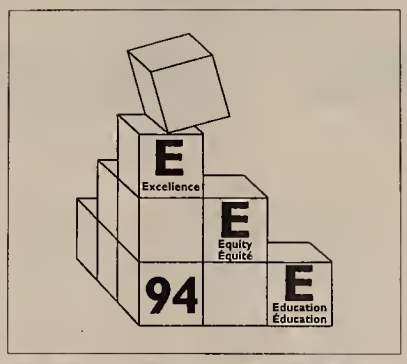
WHO BELONGS IN A UNIVERSITY? CAUT has always held the position that a university education should be accessible to any student who has a capacity to benefit from it. CAUT Council is currently considering a policy/information paper on *Employment Equity for Visible Minorities, Aboriginal Peoples, Persons with Disabilities, Gays, Bisexuals, and Lesbians,* which advocates that "Universities should be encouraged to develop programs that will assist women and men of marginalized groups to undertake university studies." This statement is qualified by the proviso that "these programs should be appropriate both to the institutional aims of the university and the nature of the community that the university serves."

The phrase 'appropriate to the institutional aims of the university' is open to several interpretations. Clearly it is intended to capture the right of an institution to define its programmatic focus in its individual mission statement. Implicit within it, however, is a more general assumption about the 'appropriate' university student — that whatever their origin they should have a demonstrable intellectual capacity to meet the established pedagogical standards.

Up to now the debate about educational equity has focussed on the social, economic and physical barriers which exclude otherwise capable individuals from the system, and on the need to develop a more inclusive curriculum. Even the most committed advocates of inclusion would accept that a university education is intended to be for 'the brightest and the best.' If the presentations at a recent conference on Equity and Excellence in Education organized by the Canadian Association for Community Living and the Roehrer Institute are anything to go by, this axiom is going to be vigorously challenged in the next decade.

The CACL is committed to the principle that individuals with disabilities can be supported to live fully within the regular community. The Roehrer Institute is Canada's foremost national body for the study of public policy affecting persons with intellectual impairment and other disabilities.



Both organizations have led the struggle against the concept that children with physical, learning and intellectual disabilities should be segregated into special classes.

The fight has been attended with a growing measure of success at the K-12 level. The Ontario government has now notified all school boards of the need to integrate students with special needs into the schools of their first choice. Since 1985 New Brunswick school districts have been working to include all students in regular classrooms.

A Quebec Court of Appeal decision that all students have a right to an education, but not necessarily an integrated education, is being appealed to the Supreme Court of Canada. Various speakers from the United States indicated that school authorities there had come to the conclusion that it was cheaper to provide the support services necessary than pay the legal costs of court battles.

Canadian universities and community colleges have made considerable strides toward accommodating students with physical and learning disabilities. More can and should be done in the way of curriculum adjustment and learning assistance to assist the progress of such individuals through the system. The argument that this will compromise academic standards really does not hold any water. Overburdened faculty must be provided with the support networks which will allow them to respond to students with special needs. So too most university and college libraries.

However, advocacy for the admission of students with intellectual disabilities into universities raises some troubling challenges to what universities are about, and to the academic freedom of departments and faculty to define the content of their programs and courses.

Clearly we should, as a profession, investigate pilot inclusion projects, like that in place at the University of Alberta, and be prepared to adjust our preconceptions about performance levels. We should, however, resist any efforts to argue that we do not have the right or the capacity to make case by case judgements and set overall standards. While it may well be true that universities operate on a paradigm of scientific rationalism inherited from Enlightenment, it is hardly reasonable to insist on a counter post-modernist position that professionals have no authority to define acceptable levels of competence. This approach offers a recipe for educational and social chaos.

In the short-term the most immediate cause for concern is possible interference by provincial ministries in the autonomy of university senates to establish their academic programs. If the utterances of G.C. Keilty of New Brunswick and David Cooke of Ontario are anything to go by, we may well expect ministerial interference with the structure of programs of Education. Cooke, showing his usual hostility to the universities under his jurisdiction, stated that, if necessary, his ministry would use its special relationship with Education faculties to force curriculum change.

It will be a sorry outlook for Canadian universities if the structure of our programs and the content of our courses should become the product of government fiat, rather than of the academic expertise of the scholars who present them. ■

Trouver l'équilibre entre l'excellence et l'équité

QUI A SA PLACE À L'UNIVERSITÉ? L'ACPPU a toujours soutenu que les étudiants capables d'en profiter devraient avoir accès à une formation universitaire. Le Conseil de l'ACPPU étudie présentement un document d'information intitulé *L'équité en matière d'emploi pour les minorités visibles, les autochtones, les personnes ayant un handicap, les homosexuels, les lesbiennes et les bisexuels.*

Dans ce document, on recommande d'inciter «des universités à élaborer des programmes qui aideront les membres de groupes marginalisés, hommes et femmes, à entreprendre des études universitaires». On pose comme condition que «ces programmes devraient respecter tant les objectifs institutionnels de l'université que la composition de la collectivité servie».

Les mots «devraient respecter les objectifs de l'université» offrent plusieurs interprétations. À l'évidence, ils veulent exprimer le droit d'un établissement d'enseignement de définir l'orientation pédagogique choisie dans son énoncé de mission. Toutefois, implicitement, ces mots affirment de manière générale que les étudiants d'université «appropriés», peu importe leur origine, devraient prouver qu'ils ont la capacité intellectuelle de respecter les normes pédagogiques établies.

Jusqu'à ce jour, le débat sur l'équité en matière d'éducation s'est concentré sur les obstacles socio-économiques et physiques qui excluent du système les personnes aptes aux études et sur le besoin de créer un programme d'études non exclusif. Même les plus ardents défenseurs de l'intégration accepteraient que la formation universitaire vise les meilleurs et les plus intelligents. Si l'on se fie aux communications présentées lors d'un récent congrès sur l'équité et l'excellence en éducation organisé par l'Association canadienne pour l'intégration communautaire (ACIC) et l'institut Roehrer, cet axiome sera vigoureusement contesté au cours des dix prochaines années.

L'ACIC estime que les personnes handicapées peuvent avoir l'aide nécessaire pour vivre normalement au sein de la collectivité. L'Institut Roehrer est le principal organisme canadien étudiant les mesures d'intérêt public qui touchent les personnes souffrant d'une déficience intellectuelle et d'autres handicaps. Ces deux organismes ont toujours lutté contre la tendance à placer dans des classes spéciales les enfants souffrant d'handicaps physiques, de déficiences intellectuelles et de troubles d'apprentissage.

Cet acharnement a fini par porter fruit de la maternelle à la 12e année. Le gouvernement ontarien, par exemple, a informé tous les conseils scolaires du besoin d'intégrer les étudiants ayant des besoins spéciaux à l'école de leur choix. Depuis 1985, les districts scolaires du Nouveau-Brunswick s'emploient à intégrer tous les étudiants aux classes ordinaires.

Un jugement de la Cour d'appel du Québec, selon lequel tous les étudiants ont le droit de s'instruire, mais pas nécessairement au moyen de l'intégration scolaire, est porté en appel de la Cour suprême du Canada. Différents conférenciers américains ont fait savoir que l'administration scolaire, aux États-Unis, avait conclu qu'il revenait moins cher de fournir les services d'appoint nécessaires que de payer des frais de justice.

Les universités et les collèges communautaires canadiens ont fait de considérables efforts pour accommoder les étudiants ayant une déficience physique ou un trouble d'apprentissage. Il est possible de faire plus, et l'on devrait faire plus, quant à l'adaptation du programme d'études et l'aide à l'apprentissage pour que ces personnes puissent progresser dans le système. L'argument voulant que les normes universitaires soient compromises ne tient vraiment pas debout. Les professeurs surchargés doivent être soutenus par des réseaux qui leur permettront de répondre aux besoins particuliers de ces étudiants. Il doit en aller de même des bibliothèques de collèges et d'universités.

Toutefois, en prônant l'admission à l'université des étudiants souffrant de déficience intellectuelle, on met en question de manière gênante la raison d'être des universités de même que la liberté des départements et facultés de définir le contenu de leurs programmes et de leurs cours.

En tant qu'universitaires, nous devrions, de toute évidence, examiner les projets pilote d'intégration comme ceux qui sont en oeuvre à l'Université de l'Alberta et être prêts à modifier nos idées préconçues sur les niveaux de rendement. Nous devrions cependant résister à la tentation d'affirmer que nous n'avons pas le droit ni la capacité de juger chaque cas individuellement et de fixer des objectifs globaux. Il est peut-être vrai que les universités fonctionnent selon un modèle de rationalisme scientifique hérité du Siècle des lumières. Il n'est toutefois guère raisonnable d'insister sur une position post-moderne contraire selon laquelle les professionnels n'ont pas l'autorité pour définir des niveaux de compétence acceptables. Cette attitude ouvre la voie au chaos social et pédagogique.

À court terme, la source d'inquiétude la plus immédiate consiste en l'ingérence possible des ministres provinciaux dans l'autonomie des conseils d'université et leur liberté d'établir leurs programmes universitaires. Si les déclarations de G.C. Keilty, du Nouveau-Brunswick, et de David Cooke, de l'Ontario, sont un indice, nous devons peut-être nous attendre à une ingérence des ministres dans la structure des programmes d'éducation. Cooke, avec son hostilité habituelle à l'égard des universités relevant de sa compétence, a déclaré que son ministère, au besoin, invoquerait ses relations particulières avec les facultés des sciences de l'éducation pour modifier de force les programmes d'étude.

Quelle triste perspective pour les universités canadiennes si la structure de leurs programmes et le contenu de leurs cours deviennent le fruit d'une décision arbitraire du gouvernement au lieu de celle d'universitaires spécialisés. ■